



MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT
DIVISION OF WORKFORCE DEVELOPMENT

PROGRAMS AND ACTIVITIES DATA ANALYSIS REPORT
(PROGRAM YEAR 2015)



Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Table of Contents

OVERVIEW	6
PERFORMING EQUAL OPPORTUNITY DATA ANALYSIS	6
CENTRAL REGION.....	7
PROGRAMS AND ACTIVITIES	7
EQUAL OPPORTUNITY DATA ANALYSIS REPORTING STEPS	7
CIVILIAN LABOR FORCE ANALYSIS.....	9
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	10
REGION'S OUTREACH PLANS	15
EAST JACKSON REGION.....	16
PROGRAMS AND ACTIVITIES	16
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	16
CIVILIAN LABOR FORCE COMPARISON	18
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	19
REGION'S OUTREACH PLANS	25
JEFFERSON FRANKLIN CONSORTIUM	26
PROGRAMS AND ACTIVITIES	26
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	26
CIVILIAN LABOR FORCE COMPARISON	28
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	29
REGION'S OUTREACH PLANS	35
KANSAS CITY AND VICINITY	36
PROGRAMS AND ACTIVITIES	36
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	37

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CIVILIAN LABOR FORCE COMPARISON	38
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES.....	39
NORTHEAST REGION	46
PROGRAMS AND ACTIVITIES	46
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	46
CIVILIAN LABOR FORCE COMPARISON	48
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES.....	49
REGION'S OUTREACH PLANS	55
NORTHWEST REGION	58
PROGRAMS AND ACTIVITIES	58
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	59
CIVILIAN LABOR FORCE COMPARISON	60
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES.....	61
REGION'S OUTREACH PLANS	68
OZARK REGION.....	69
PROGRAMS AND ACTIVITIES	69
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	69
CIVILIAN LABOR FORCE COMPARISON	71
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES.....	71
REGION'S OUTREACH PLANS	78
SOUTH CENTRAL REGION.....	79
PROGRAMS AND ACTIVITIES	79
EQUAL OPPORTUNITY DATA ANALYSIS REPORTING STEPS	79
CIVILIAN LABOR FORCE COMPARISON	81

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ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	82
REGION'S OUTREACH PLANS	88
REGION'S OUTREACH PLANS	89
SOUTHEAST REGION	90
PROGRAMS AND ACTIVITIES	90
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	90
CIVILIAN LABOR FORCE COMPARISON	92
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	93
REGION'S OUTREACH PLANS	99
SOUTHWEST REGION.....	100
PROGRAMS AND ACTIVITIES	100
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	100
CIVILIAN LABOR FORCE COMPARISON	102
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	103
REGION'S OUTREACH PLANS	109
ST. CHARLES REGION	110
PROGRAMS AND ACTIVITIES	110
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	110
CIVILIAN LABOR FORCE COMPARISON	112
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	113
REGION'S OUTREACH PLANS	120
ST. LOUIS CITY REGION	121
PROGRAMS AND ACTIVITIES	121
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	121

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CIVILIAN LABOR FORCE COMPARISON	123
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	124
REGION'S OUTREACH PALNS	130
ST. LOUIS COUNTY REGION.....	131
PROGRAMS AND ACTIVITIES	131
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	132
CIVILIAN LABOR FORCE COMPARISON	133
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	134
REGION'S OUTREACH PLANS	141
WEST CENTRAL REGION	142
PROGRAMS AND ACTIVITIES	142
EQUAL OPPORTUNITY DATA REPORTING STEPS.....	143
CIVILIAN LABOR FORCE COMPARISON	144
ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES	145
REGION'S OUTREACH PLANS	152
DATA ANALYSIS SUMMARY	153
RECOMMENDATIONS.....	154

OVERVIEW

The statewide programs and activities data analysis report is being conducted pursuant to 29 CFR Part 38.51-38.53, Section 188 of WIOA under Section VIII of the State's Non-Discrimination plan "*Governor's Oversight and Monitoring Responsibilities for state programs*". The review period for this report runs through the program year 2015, (July 1, 2015 to June 30, 2016).

The report covers all the fourteen (14) workforce regions (Workforce Development Boards) as it been categorized in Missouri Division of Workforce Development, (DWD). The review aims at monitoring the performance and the evaluation of Missouri DWD programs and activities to detect areas of potential discrimination, to identify any difference in treatment accorded applicants, whether intentional or unintentional, and make recommendations for corrective actions. In accordance of this, Division of workforce and Development is currently working together with the Department of Labor, Civil Right Center, to ensure the Missouri State and its Local Workforce Development Boards are in compliance with the nondiscrimination and equal opportunity regulations requirements in 29 CFR Part 38.

PERFORMING EQUAL OPPORTUNITY DATA ANALYSIS

Federal, State and Local Recipients are required to conduct quantifiable analysis of records and data by race/ethnicity, sex, age and disability on all programs/activities. Following the conduct of analyses, any identified significant differences in programs and services participation rate must be investigated or looked into. Quantitative data analysis seeks, in the end, to determine if adverse impact or possible discrimination conducts actually exist among any demographic group. Two required quantifiable methods were applied on the programs data to *practically* and *statistically* analyze evidence of adverse impact are the **80% Rule (four-fifths)** and the **Two Standard Deviation Analysis Test**.

CENTRAL REGION

The Central Region Workforce Investment Board, Inc. (CWIB), with Division of Workforce Development (DWD), operates five Full Service American Job Centers in the region; Columbia Job Center & Mexico Satellite Office, Jefferson City Job Center, Lebanon Job Center & St. Robert Satellite Office, Linn Creek Job Center and Rolla Job Center & Potosi Satellite Office. CWIB subcontracts program and staffing services for Adult and Dislocated Worker programs with Gamm, Inc. in the northern and western part of the region (Columbia, Mexico, Jefferson City, Lebanon, St. Robert and Linn Creek), and Central Ozark Private Industry Council, Inc. (COPIC) in the south eastern part of the region. Youth services for the entire region are subcontracted with Preferred Family Healthcare (Preferred Employment Services division).

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIOA as defined in 29 CFR part 38 are being carried out in the region:

- *WIOA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA ANALYSIS REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity data analysis reporting guidelines.

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Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format as shown in sample below;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or population data for your service area

The region described methods used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

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The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular equal opportunity demographic group.

Step 5: Investigate significant differences.

The region in their report spell out steps including meetings held to engage in discussions and investigate possible reasons for any significant differences.

Step 6: Justify or take mitigating actions

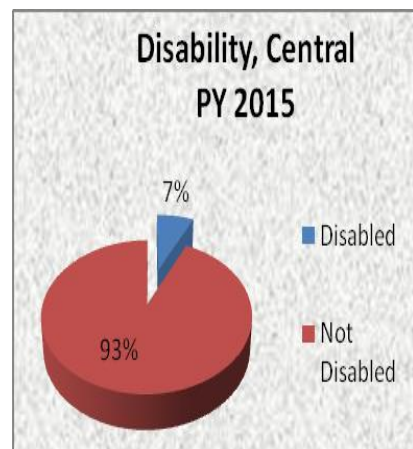
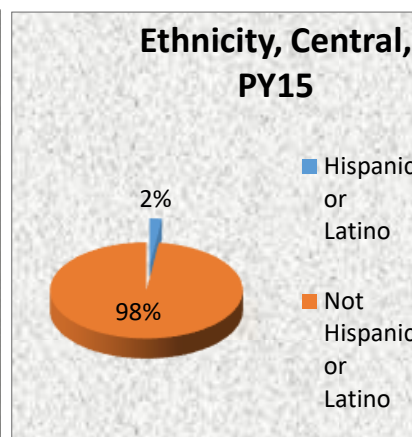
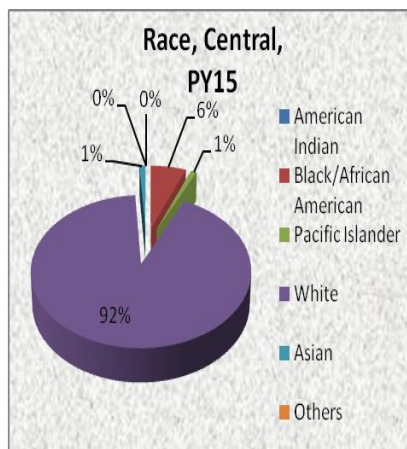
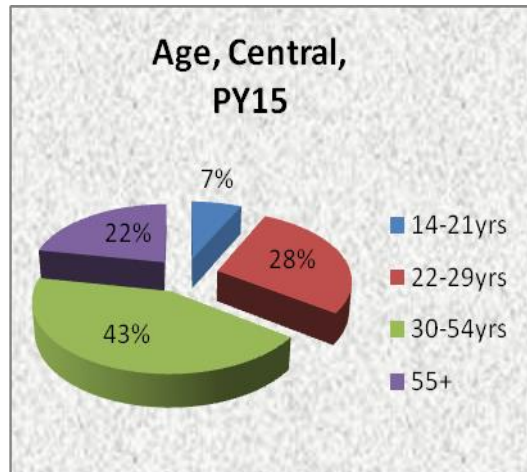
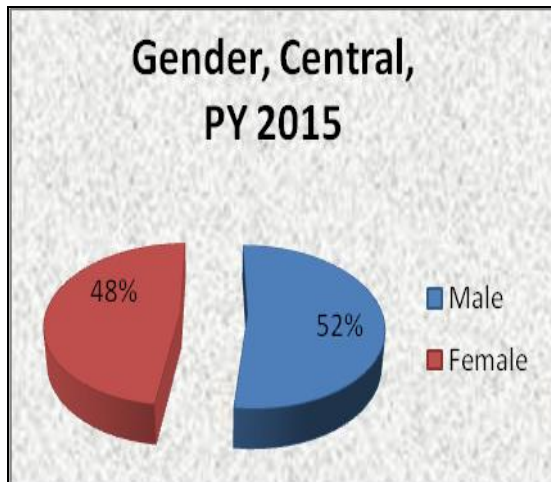
The region clearly outlined their strategies which served as their mitigation action framework. Implementing them is a way of reaching out to the group they experience much adverse impact.

Step 7: Follow – Up

The region put together various strategies serving as of Follow up plans. These are captured as part of their outreach plans.

CIVILIAN LABOR FORCE ANALYSIS

Analysis below gives the region's civilian labor force covered under the program year 2015. The region's report showed that there was an increased in the local CLF from 254,723 in 2013 to 258,493 in the PY 2014. However, the percentage distribution within each demographic remained slightly the same.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the MOPerforms data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA Adult program in Central Region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic groups for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	258,493	100%	100%	10,424	5,580	1,567	100.00%	53.53%		15.03%	
Male	123,721	47.86%	52.79%	5,503	2,831	739	52.79%	51.44%	92.06%	13.43%	79.67%
Female	134,772	52.14%	47.12%	4,912	2,745	828	47.12%	55.88%	Best	16.86%	Best
All Age	258,497	100%	100%	10,424	5,580	1,567	100.00%	53.53%		15.03%	
14-21	19,167	7.41%	11.39%	1,187	551	161	11.39%	46.42%	78.52%	13.56%	81.89%
22-29	72,490	28.04%	20.04%	2,089	1,235	346	20.04%	59.12%	Best	16.56%	Best
30-54	110,813	42.87%	53.58%	5,585	3,070	870	53.58%	54.97%	92.98%	15.58%	94.05%
55+	56,027	21.67%	14.98%	1,561	723	190	14.98%	46.32%	78.34%	12.17%	73.49%
All Race	258,492	100%	100%	10,424	5,580	1,567	100.00%	53.53%		15.03%	
American Indian	1,333	0.52%	1.05%	109	50	13	1.05%	Insuf Data	N/A	Insuf Data	N/A
Asian	3,527	1.36%	0.77%	80	38	9	0.77%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	14.22%	1,482	892	257	14.22%	60.19%	Best	17.34%	Best
Pacific Islander	243	0.09%	0.37%	39	20	6	0.37%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	78.24%	8,156	4,286	1,197	78.24%	52.55%	87.31%	14.68%	84.63%
All Hispanic	258,499	100%	100%	10,424	5,580	1,567	100.00%	53.53%		15.03%	
Hispanic	6,028	2.33%	3.08%	321	173	38	3.08%	53.89%	Best	11.84%	Best
n/a	252,471	97.67%	0.04%	4	2		0.04%	Insuf Data	N/A	Insuf Data	N/A
All Disability	284,938	100%	100%	10,424	5,580	1,567	100.00%	53.53%		15.03%	
Disabled	19,556	6.86%	7.34%	765	278	87	7.34%	36.34%	66.04%	11.37%	73.84%
Not Disabled	265,382	93.14%	90.13%	9,395	5,170	1,447	90.13%	55.03%	Best	15.40%	Best

80% Rule EO Data Analysis Output:

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WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	10,424	5,580	1,567	100.00%	0.5353				0.1503			
Male	5,503	2,831	739	52.79%	0.5144	4.44%	0.9508%	4.67	0.1343	3.43%	0.6813%	5.03
Female	4,912	2,745	828	47.12%	0.5588	0.00%	0.9790%	0.00	0.1686	0.00%	0.7015%	0.00
All Age	10,424	5,580	1,567	100.00%	0.5353				0.1503			
14-21	1,187	551	161	11.39%	0.4642	12.70%	1.5941%	7.97	0.1356	3.00%	1.1423%	2.63
22-29	2,089	1,235	346	20.04%	0.5912	0.00%	1.2791%	0.00	0.1656	0.00%	0.9166%	0.00
30-54	5,585	3,070	870	53.58%	0.5497	4.15%	0.9438%	4.40	0.1558	0.99%	0.6763%	1.46
55+	1,561	723	190	14.98%	0.4632	12.80%	1.4279%	8.97	0.1217	4.39%	1.0232%	4.29
All Race	10,424	5,580	1,567	100.00%	0.5353				0.1503			
American Indian	109	50	13	1.05%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	80	38	9	0.77%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	1,482	892	257	14.22%	0.6019	0.00%	1.4084%	0.00	0.1734	0.00%	1.0092%	0.00
Pacific Islander	39	20	6	0.37%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	8,156	4,286	1,197	78.24%	0.5255	7.64%	0.7810%	9.78	0.1468	2.67%	0.5597%	4.76
All Hispanic	10,424	5,580	1,567	100.00%	0.5353				0.1503			
Hispanic	321	173	38	3.08%	0.5389	0.00%	3.9368%	0.00	0.1184	0.00%	2.8210%	0.00
n/a	4	2		0.04%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	10,424	5,580	1,567	100.00%	0.5353				0.1503			
Disabled	765	278	87	7.34%	0.3634	18.69%	1.8752%	9.97	0.1137	4.03%	1.3437%	3.00
Not Disabled	9,395	5,170	1,447	90.13%	0.5503	0.00%	0.7277%	0.00	0.1540	0.00%	0.5214%	0.00

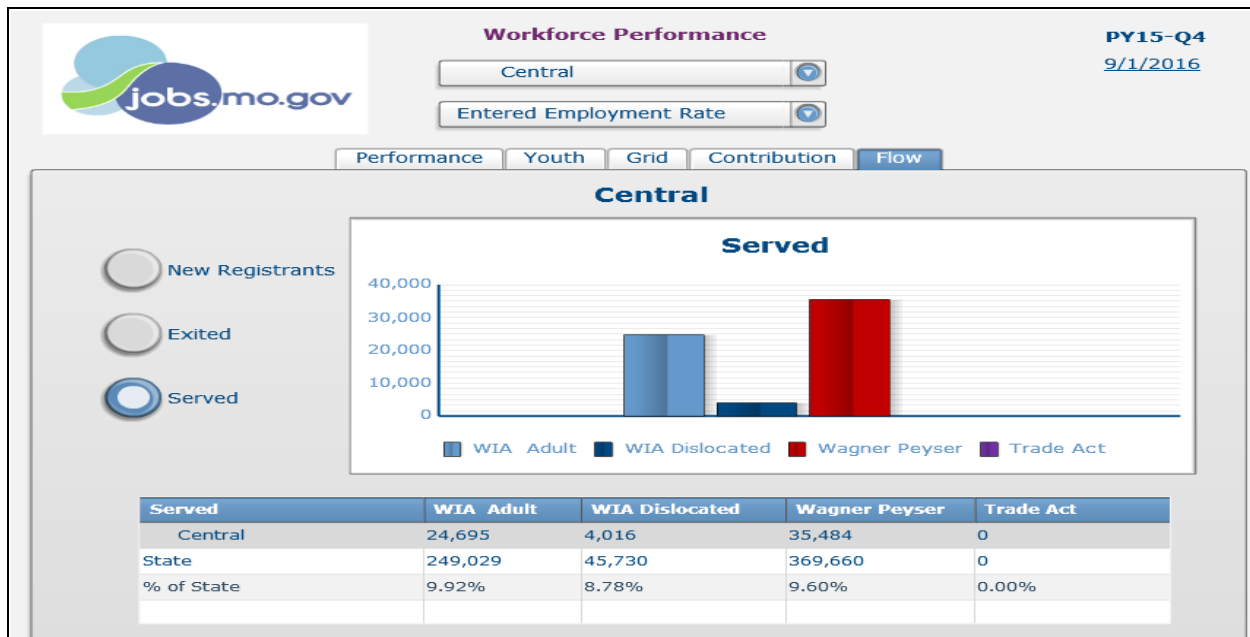
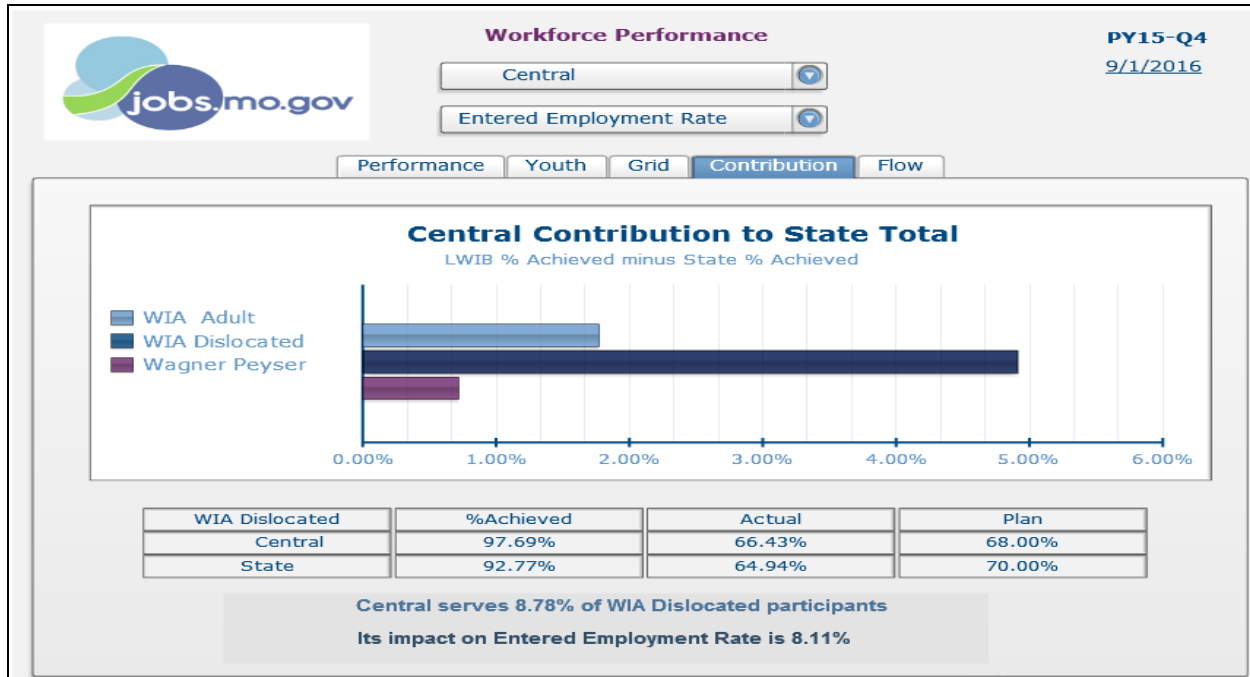
Two Standard Deviation Test Analysis Output:

WIOA Youth Services PY15	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Received Assessment Test	Received Supportive Services	% of Total Participants	Received Assessment Test	Adverse Impact	Received Supportive Services	Adverse Impact
All Gender	258,493	100%	100%	140	69	76	100.00%	49.29%		54.29%	
Male	123,721	47.86%	45.00%	63	31	25	45.00%	49.21%	99.71%	39.68%	59.91%
Female	134,772	52.14%	55.00%	77	38	51	55.00%	49.35%	Best	66.23%	Best
All Age	34,576	100%	100%	140	69	76	100.00%	49.29%		54.29%	
14-18	17,127	49.53%	55.00%	77	25	39	55.00%	32.47%	47.08%	50.65%	81.60%
19-21	17,449	50.47%	41.43%	58	40	36	41.43%	68.97%	Best	62.07%	Best
All Race	258,492	100%	100%	140	69	76	100.00%	49.29%		54.29%	
American Indian	1,333	0.52%	2.86%	4	3	3	2.86%	75.00%	Best	75.00%	Best
Asian	3,527	1.36%	1.43%	2	1	2	1.43%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	12.86%	18	9	8	12.86%	50.00%	66.67%	44.44%	59.26%
Pacific Islander	243	0.09%	0.00%				0.00%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	73.57%	103	49	59	73.57%	47.57%	63.43%	57.28%	76.38%
All Hispanic	258,499	100%	100%	140	69	76	100.00%	49.29%		54.29%	
Hispanic	6,028	2.33%	2.86%	4	1	1	2.86%	25.00%	Best	25.00%	Best
n/a	252,471	97.67%	0.71%	1		1	0.71%	Insuf Data	N/A	Insuf Data	N/A
All Disability	284,938	100%	100%	140	69	76	100.00%	49.29%		54.29%	
Disabled	19,556	6.86%	19.29%	27	6	15	19.29%	22.22%	39.78%	55.56%	Best
Not Disabled	265,382	93.14%	79.29%	111	62	60	79.29%	55.86%	Best	54.05%	97.30%

80% Rule EO Data Analysis Output:

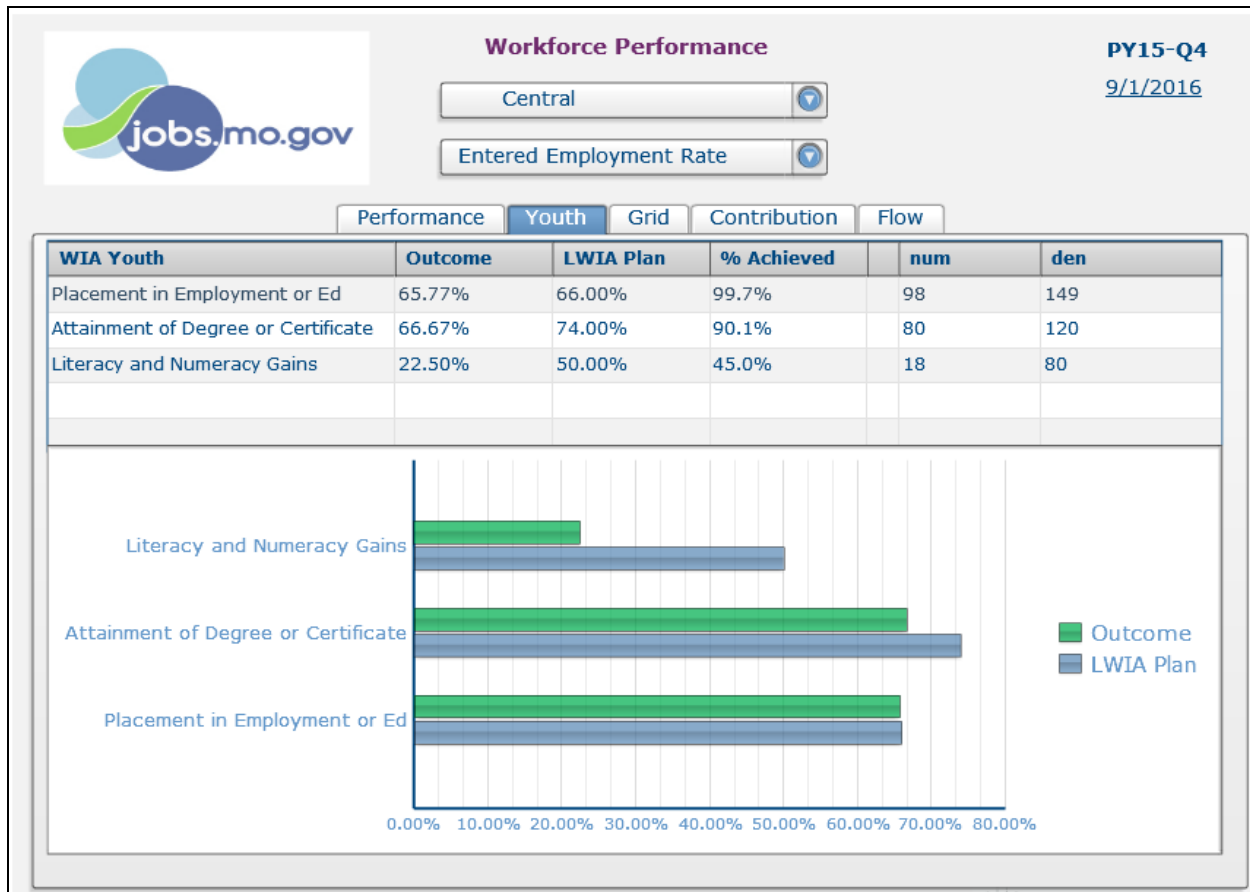
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Snapshot showing Central Region Workforce Performance to State Total in Entered Employment Rate:



Source: captured from the MoPerforms database system

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Source: captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following:

- Partnering with Independent Living Resource Center and Experience Works.
- Expand workshops implemented in Rolla Job Center to all full service centers in the region as a source of outreach and mitigation.
- Discussions on employment and training opportunities for age 55+ with Business Services team, and encourage team to seek out these opportunities.
- Staff take customer service training, functional leaders address customer service skills at weekly staff meetings in the Job Centers.
- Continue the expansion of partnership with Vocational Rehabilitation and Rehabilitation Services for the Blind
- Continue to reach out to Centro Latino in Columbia.
- Partnerships with AEL in every Job Center, including Lake Career and Technical Center, East Central College (AEL in Rolla Job Center), Lebanon Technology and Career Center and Nichols Career Center

EAST JACKSON REGION

The Full Employment Council, Inc. (FEC) serves as the One-Stop Operator and Fiscal Agent for the Eastern Jackson County Workforce Investment Board. The Full Employment Council, Inc. (FEC), the business-led, private, nonprofit corporation whose mission is to obtain public and private sector employment for the unemployed and underemployed, which is the American Job Center and Fiscal Agent for the Eastern Jackson County Workforce Investment Area, comprised of townships in Independence, Blue Springs, Grandview, Sugai Creek, Buckner, Lees Summit, and Raytown.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

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The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

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GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

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The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

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Step 5: Investigate significant differences.

The region in their report spell out steps they took to investigate possible reasons for any significant differences.

Step 6: Justify or take mitigating actions

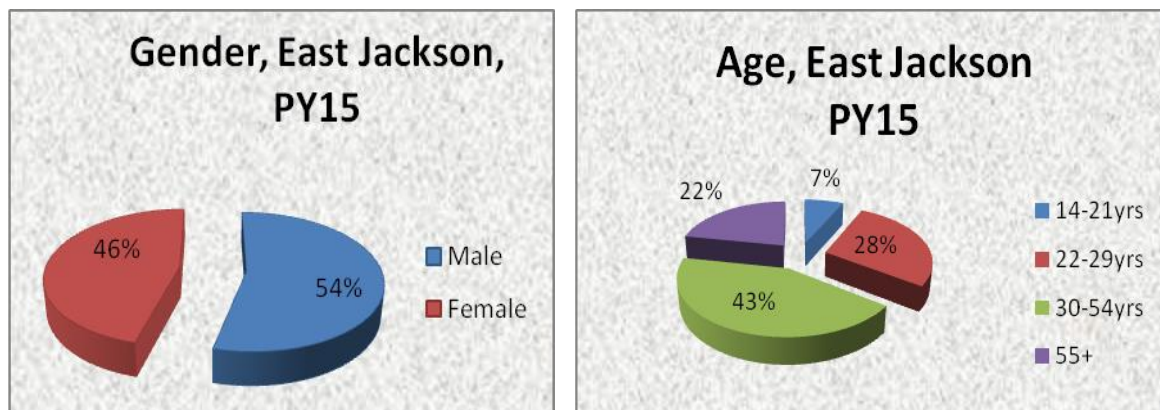
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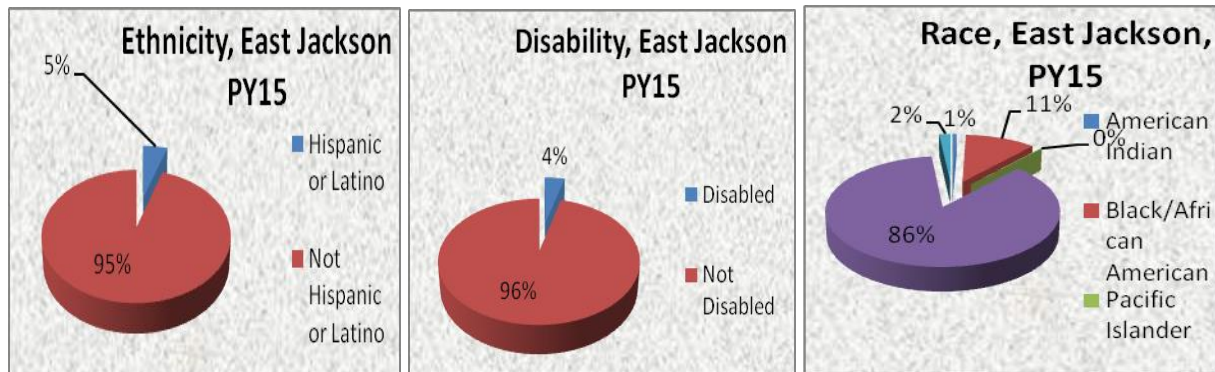
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more targeted outreach to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,086	2,598	781	100.00%	51.08%		15.36%	
Male	2,474	1,254	328	48.64%	50.69%	98.47%	13.26%	76.53%
Female	2,609	1,343	452	51.30%	51.48%	Best	17.32%	Best
All Age	5,086	2,598	781	100.00%	51.08%		15.36%	
14-21	356	221	67	7.00%	62.08%	Best	18.82%	Best
22-29	992	557	149	19.50%	56.15%	90.45%	15.02%	79.81%
30-54	2,809	1,421	446	55.23%	50.59%	81.49%	15.88%	84.36%
55+	928	399	119	18.25%	43.00%	69.26%	12.82%	68.14%
All Race	5,086	2,598	781	100.00%	51.08%		15.36%	
American Indian	41	22	10	0.81%	Insuf Data	N/A	Insuf Data	N/A
Asian	30	15	7	0.59%	Insuf Data	N/A	Insuf Data	N/A
Black	1,474	791	256	28.98%	53.66%	Best	17.37%	Best
Pacific Islander	29	14	5	0.57%	Insuf Data	N/A	Insuf Data	N/A
White	3,174	1,591	460	62.41%	50.13%	93.41%	14.49%	83.45%
All Hispanic	5,086	2,598	781	100.00%	51.08%		15.36%	
Hispanic	314	167	44	6.17%	53.18%	Best	14.01%	Best
n/a	3	2	1	0.06%	Insuf Data	N/A	Insuf Data	N/A
All Disability	5,086	2,598	781	100.00%	51.08%		15.36%	
Disabled	279	115	38	5.49%	41.22%	79.85%	13.62%	87.83%
Not Disabled	4,727	2,440	733	92.94%	51.62%	Best	15.51%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,069	2,608	832	100.00%	0.5145				0.1641			
Male	2,426	1,233	334	47.86%	0.5082	1.20%	1.4053%	0.85	0.1377	5.07%	1.0414%	4.87
Female	2,643	1,375	498	52.14%	0.5202	0.00%	1.3748%	0.00	0.1884	0.00%	1.0189%	0.00
All Age	5,069	2,608	832	100.00%	0.5145				0.1641			
14-21	535	307	122	10.55%	0.5738	0.00%	2.3648%	0.00	0.2280	0.00%	1.7526%	0.00
22-29	927	514	148	18.29%	0.5545	1.94%	1.9021%	1.02	0.1597	6.84%	1.4097%	4.85
30-54	2,705	1,394	441	53.36%	0.5153	5.85%	1.3590%	4.30	0.1630	6.50%	1.0072%	6.45
55+	902	393	121	17.79%	0.4357	13.81%	1.9216%	7.19	0.1341	9.39%	1.4241%	6.59
All Race	5,069	2,608	832	100.00%	0.5145				0.1641			
American Indian	42	22	9	0.83%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	25	13	6	0.49%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	1,428	777	277	28.17%	0.5441	0.00%	1.5913%	0.00	0.1940	0.00%	1.1793%	0.00
Pacific Islander	28	17	5	0.55%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,190	1,603	476	62.93%	0.5025	4.16%	1.2514%	3.32	0.1492	4.48%	0.9274%	4.83
All Hispanic	5,069	2,608	832	100.00%	0.5145				0.1641			
Hispanic	305	158	45	6.02%	0.5180	0.00%	2.9533%	0.00	0.1475	1.71%	2.1887%	0.78
n/a	4,694	2,406	773	92.60%	0.5126	0.55%	1.0316%	0.53	0.1647	0.00%	0.7646%	0.00
All Disability	5,069	2,608	832	100.00%	0.5145				0.1641			
Disabled	72	28	14	1.42%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	4,997	2,580	818	98.58%	0.5163	0.00%	0.9999%	0.00	0.1637	0.00%	0.7410%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

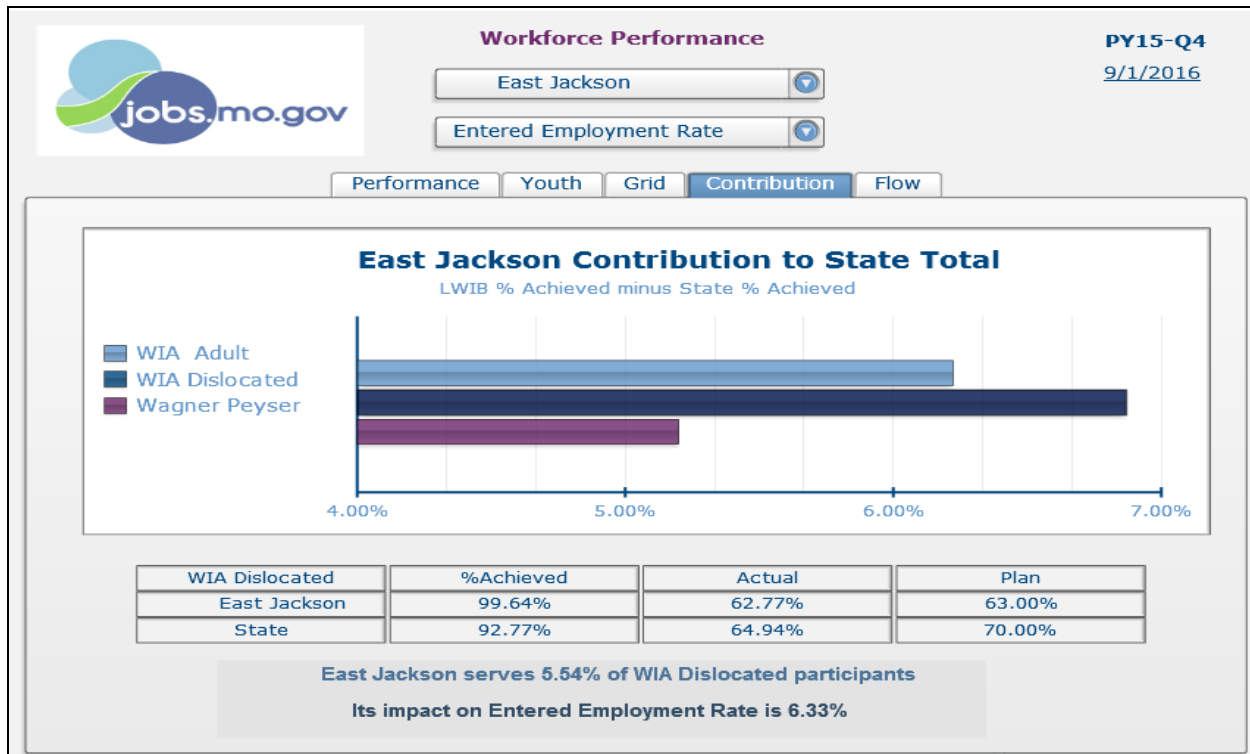
WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	43	5	37	8	100.00%	11.63%		86.05%		18.60%	
Male	20	4	18	3	46.51%	20.00%	Best	90.00%	Best	15.00%	69.00%
Female	23	1	19	5	53.49%	4.35%	21.74%	82.61%	91.79%	21.74%	Best
All Age	43	5	37	8	100.00%	11.63%		86.05%		18.60%	
14-18	23	2	22	6	53.49%	8.70%	Best	95.65%	Best	26.09%	Best
19-21	14	1	10	2	32.56%	7.14%	82.14%	71.43%	74.68%	14.29%	54.76%
All Race	43	5	37	8	100.00%	11.63%		86.05%		18.60%	
American Indian	1		1		2.33%	0.00%	0.00%	100.00%	Best	0.00%	0.00%
Asian	1				2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black	24	2	20	6	55.81%	8.33%	38.89%	83.33%	83.33%	25.00%	50.00%
Pacific Islander	2		2	1	4.65%	0.00%	0.00%	100.00%	Best	50.00%	Best
White	14	3	13	1	32.56%	21.43%	Best	92.86%	92.86%	7.14%	14.29%
All Hispanic	43	5	37	8	100.00%	11.63%		86.05%		18.60%	
Hispanic	7		7	2	16.28%	0.00%	Best	100.00%	Best	28.57%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	43	5	37	8	100.00%	11.63%		86.05%		18.60%	
Disabled					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	43	5	37	8	100.00%	11.63%	Best	86.05%	Best	18.60%	Best

80% Rule EO Data Analysis Output:

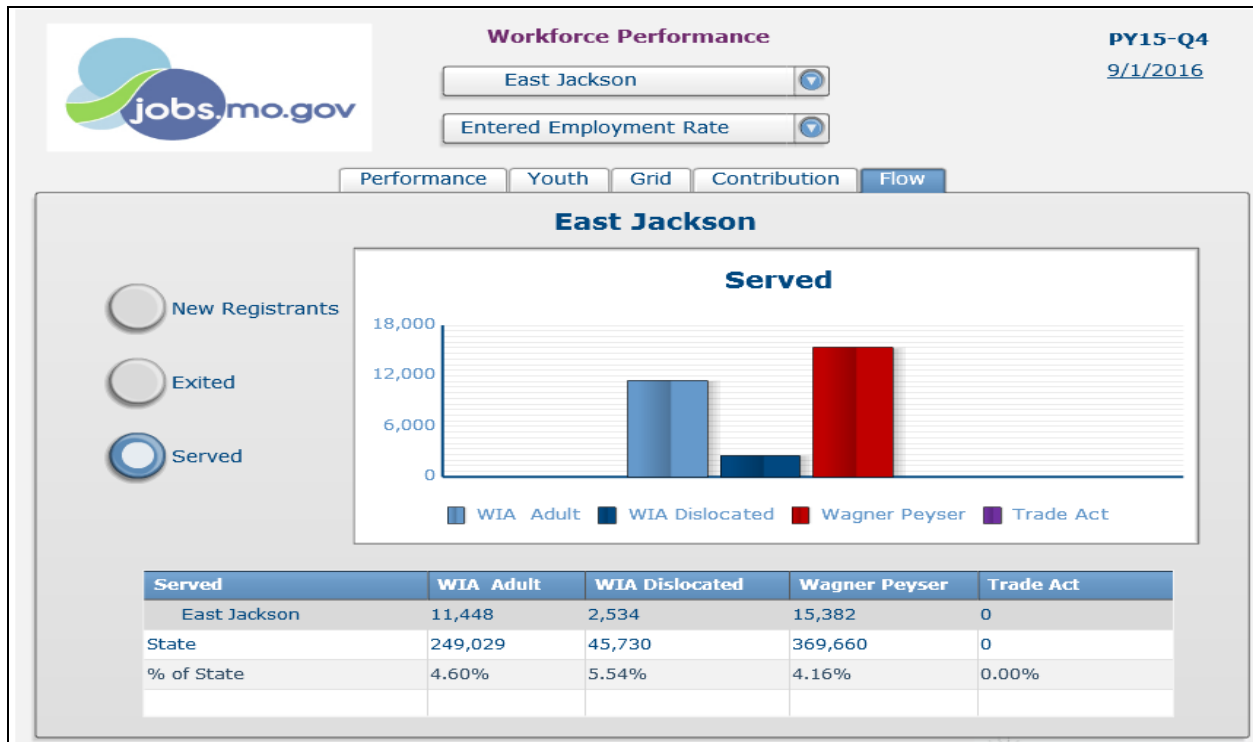
WIAO Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education/Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	43	5	37	8	100%	0.1163				0.8605			
Male	20	4	18	3	47%	0.2000	0.00%	9.8008%	0.00	0.9000	0.00%	10.5941%	0.00
Female	23	1	19	5	53%	0.0435	15.65%	9.4528%	1.66	0.8261	7.39%	10.2178%	0.72
All Age	43	5	37	8	100%	0.1163				0.8605			
14-18	23	2	22	6	53%	0.0870	0.00%	9.4528%	0.00	0.9565	0.00%	10.2178%	0.00
19-21	14	1	10	2	33%	0.0714	1.55%	10.8663%	0.14	0.7143	24.22%	11.7458%	2.06
All Race	43	5	37	8	100%	0.1163				0.8605			
American Indian	1		1		2%	0.0000	N/A	N/A	N/A	1.0000	0.00%	35.3649%	0.00
Asian	1				2%	0.0000	N/A	N/A	N/A	0.0000	N/A	N/A	N/A
Black	24	2	20	6	56%	0.0833	13.10%	9.2537%	1.42	0.8333	16.67%	10.0027%	1.67
Pacific Islander	2		2	1	5%	0.0000	N/A	N/A	N/A	1.0000	0.00%	25.5020%	0.00
White	14	3	13	1	33%	0.2143	0.00%	10.7803%	0.00	0.9286	7.14%	11.6528%	0.61
All Hispanic	43	5	37	8	100%	0.1163				0.8605			
Hispanic	7		7	2	16%	0.0000	N/A	N/A	N/A	1.0000	0.00%	18.5214%	0.00
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	43	5	37	8	100%	0.1163				0.8605			
Disabled					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	43	5	37	8	100%	0.1163	0.00%	6.9134%	0.00	0.8605	0.00%	7.4729%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

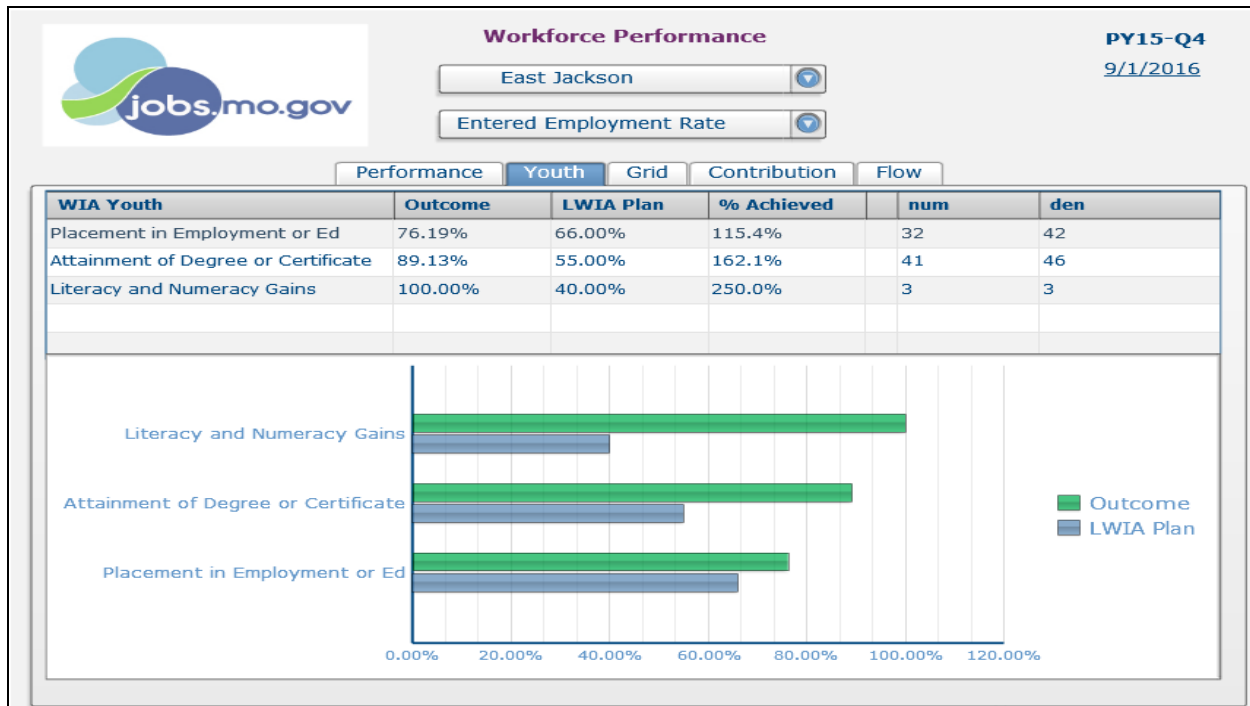
Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



Source: Captured from the MoPerforms database system



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REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Modify program designs to incorporate elements that lead to improved success for clients and dispense with elements that serve as an impediment to success.
- Reaching out to local organizations on behalf of under-served populations
- Working in Partnership with program managers, document the Community Engagement activities in real time through photographing, securing testimonials and other efforts; identifying events and opportunities that identify and document diverse community outreach efforts leading to a diverse applicant flow for Missouri Job Center Activities.
- The region's Equal Opportunity Officer will continue to work in conjunction with the communications manager to ensure that all programs are advertised. Advertisement sources shall include, but not be limited to, social media (i.e. Twitter, Face book, and LinkedIn), special radio advertisement and the Full Employment Council website. Promoting programs, such as the Dislocated Worker Training National Emergency Grant (NEG), On the Job Training NEG, and the Missouri Disaster Recovery Job Program will continue to aide in the increased outreach initiatives.

JEFFERSON FRANKLIN CONSORTIUM

Jefferson and Franklin Counties were designated by the Governor as the Jefferson/Franklin Consortium region as part of the State's inclusive plan for the provision of job training services. The Consortium is one of the fourteen Missouri Workforce regions. It operates two Comprehensive Full-Service One Stop Missouri Job Centers located in Arnold and Washington Cities all in Missouri. The consortium has other partner agencies like Jefferson College, MERS/Missouri Goodwill Industries, Vocational Rehabilitation, East Central College and many more.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region

- | | |
|---------------------------------|---|
| ➤ <i>WIOA Adult</i> | -- <i>Worker Profiling</i> |
| ➤ <i>WIOA Dislocated Worker</i> | -- <i>Trade Program</i> |
| ➤ <i>WIOA Youth</i> | -- <i>National Emergency Grants (NEG)</i> |
| ➤ <i>Wagner Peyser</i> | -- <i>Occupational Training</i> |
| ➤ <i>Veterans</i> | -- <i>SPYC/TANF Summer Jobs</i> |

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region.

(Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

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The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

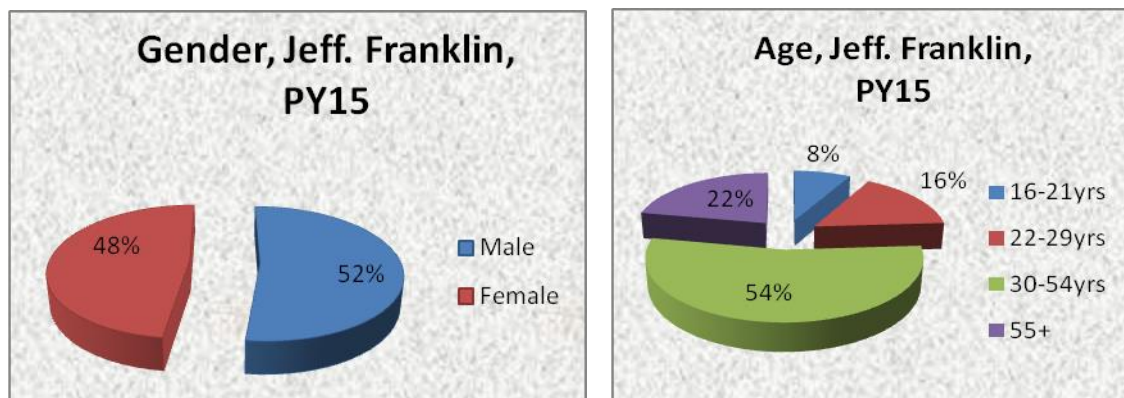
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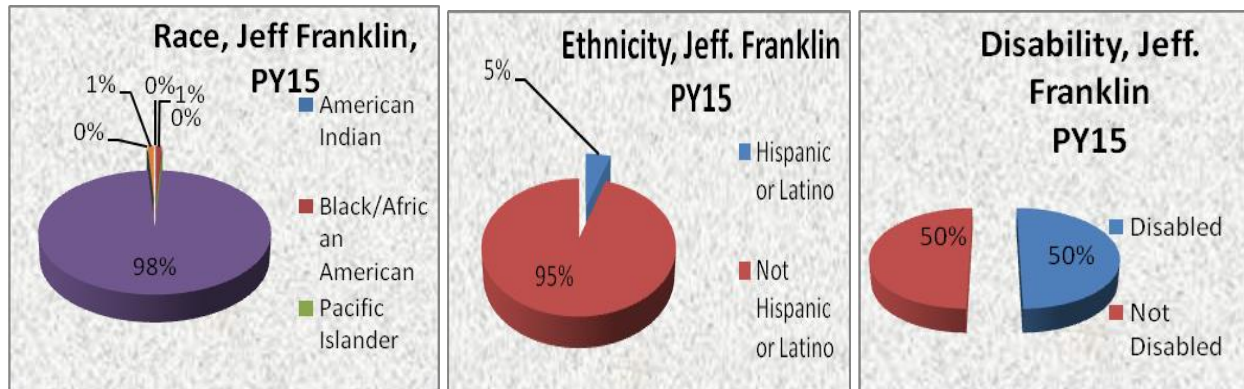
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As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

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Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,734	3,703	1,044	100.00%	54.99%		15.50%	
Male	3,538	1,919	508	52.54%	54.24%	97.10%	14.36%	85.51%
Female	3,192	1,783	536	47.40%	55.86%	Best	16.79%	Best
All Age	6,734	3,703	1,044	100.00%	54.99%		15.50%	
14-21	307	191	53	4.56%	62.21%	Best	17.26%	Best
22-29	1,128	655	165	16.75%	58.07%	93.33%	14.63%	84.73%
30-54	3,746	2,108	624	55.63%	56.27%	90.45%	16.66%	96.49%
55+	1,552	748	202	23.05%	48.20%	77.47%	13.02%	75.39%
All Race	6,734	3,703	1,044	100.00%	54.99%		15.50%	
American Indian	42	25	5	0.62%	Insuf Data	N/A	Insuf Data	N/A
Asian	76	38	13	1.13%	Insuf Data	N/A	Insuf Data	N/A
Black	197	122	29	2.93%	61.93%	Best	14.72%	94.48%
Pacific Islander	10	6	2	0.15%	Insuf Data	N/A	Insuf Data	N/A
White	6,187	3,391	964	91.88%	54.81%	88.50%	15.58%	Best
Other	222	121	31	3.30%	54.50%	88.01%	13.96%	89.62%
All Hispanic	6,734	3,703	1,044	100.00%	54.99%		15.50%	
Hispanic	117	73	21	1.74%	Insuf Data	N/A	Insuf Data	N/A
n/a	5	5	3	0.07%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,734	3,703	1,044	100.00%	54.99%		15.50%	
Disabled	310	115	33	4.60%	37.10%	66.29%	10.65%	67.50%
Not Disabled	6,328	3,541	998	93.97%	55.96%	Best	15.77%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,129	3,928	1,095	100.00%	55.10%		15.36%	
Male	3,786	2,041	528	53.11%	53.91%	95.51%	13.95%	82.23%
Female	3,343	1,887	567	46.89%	56.45%	Best	16.96%	Best
All Age	7,129	3,928	1,095	100.00%	55.10%		15.36%	
14-21	499	271	76	7.00%	54.31%	92.31%	15.23%	92.17%
22-29	1,200	706	178	16.83%	58.83%	Best	14.83%	89.77%
30-54	3,867	2,191	639	54.24%	56.66%	96.30%	16.52%	Best
55+	1,563	760	202	21.92%	48.62%	82.65%	12.92%	78.21%
All Race	7,129	3,928	1,095	100.00%	55.10%		15.36%	
American Indian	48	31	7	0.67%	Insuf Data	N/A	Insuf Data	N/A
Asian	76	38	13	1.07%	Insuf Data	N/A	Insuf Data	N/A
Black	188	115	23	2.64%	61.17%	Best	12.23%	79.06%
Pacific Islander	11	8	2	0.15%	Insuf Data	N/A	Insuf Data	N/A
White	6,514	3,582	1,008	91.37%	54.99%	89.90%	15.47%	Best
All Hispanic	7,129	3,928	1,095	100.00%	55.10%		15.36%	
Hispanic	131	73	23	1.84%	Insuf Data	N/A	Insuf Data	N/A
n/a	6,888	3,792	1,053	96.62%	55.05%	Best	15.29%	Best
All Disability	7,129	3,928	1,095	100.00%	55.10%		15.36%	
Disabled	77	31	11	1.08%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	7,052	3,897	1,084	98.92%	55.26%	Best	15.37%	Best

80% Rule EO Data Analysis Output:

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Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,129	3,928	1,095	100.00%	0.5510				0.1536			
Male	3,786	2,041	528	53.11%	0.5391	2.54%	1.1432%	2.22	0.1395	3.01%	0.8287%	3.64
Female	3,343	1,887	567	46.89%	0.5645	0.00%	1.1805%	0.00	0.1696	0.00%	0.8557%	0.00
All Age	7,129	3,928	1,095	100.00%	0.5510				0.1536			
14-21	499	271	76	7.00%	0.5431	4.52%	2.3659%	1.91	0.1523	1.29%	1.7151%	0.75
22-29	1,200	706	178	16.83%	0.5883	0.00%	1.6436%	0.00	0.1483	1.69%	1.1915%	1.42
30-54	3,867	2,191	639	54.24%	0.5666	2.17%	1.1312%	1.92	0.1652	0.00%	0.8200%	0.00
55+	1,563	760	202	21.92%	0.4862	10.21%	1.4908%	6.85	0.1292	3.60%	1.0807%	3.33
All Race	7,129	3,928	1,095	100.00%	0.5510				0.1536			
American Indian	48	31	7	0.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	76	38	13	1.07%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	188	115	23	2.64%	0.6117	0.00%	3.6796%	0.00	0.1223	3.24%	2.6674%	1.21
Pacific Islander	11	8	2	0.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	6,514	3,582	1,008	91.37%	0.5499	6.18%	0.8715%	7.09	0.1547	0.00%	0.6318%	0.00
All Hispanic	7,129	3,928	1,095	100.00%	0.5510				0.1536			
Hispanic	131	73	23	1.84%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	6,888	3,792	1,053	96.62%	0.5505	0.00%	0.8476%	0.00	0.1529	0.00%	0.6144%	0.00
All Disability	7,129	3,928	1,095	100.00%	0.5510				0.1536			
Disabled	77	31	11	1.08%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	7,052	3,897	1,084	98.92%	0.5526	0.00%	0.8376%	0.00	0.1537	0.00%	0.6072%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	34	29	33	9	100.00%	85.29%		97.06%		26.47%	
Male	15	14	15	5	44.12%	93.33%	Best	100.00%	Best	33.33%	Best
Female	19	15	18	4	55.88%	78.95%	84.59%	94.74%	94.74%	21.05%	63.16%
All Age	34	29	33	9	100.00%	85.29%		97.06%		26.47%	
14-18	25	23	25	7	73.53%	92.00%	Best	100.00%	Best	28.00%	Best
19-21	8	6	8	2	23.53%	75.00%	81.52%	100.00%	Best	25.00%	89.29%
All Race	34	29	33	9	100.00%	85.29%		97.06%		26.47%	
American Indian	1	1	1		2.94%	100.00%	Best	100.00%	Best	0.00%	0.00%
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	1		1	1	2.94%	0.00%	0.00%	100.00%	Best	100.00%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	27	24	26	5	79.41%	88.89%	88.89%	96.30%	96.30%	18.52%	18.52%
All Hispanic	34	29	33	9	100.00%	85.29%		97.06%		26.47%	
Hispanic	2	1	2		5.88%	50.00%	50.00%	100.00%	Best	0.00%	0.00%
n/a	1	1	1	1	2.94%	100.00%	Best	100.00%	Best	100.00%	Best
All Disability	34	29	33	9	100.00%	85.29%		97.06%		26.47%	
Disabled	20	17	19	2	58.82%	85.00%	99.17%	95.00%	95.00%	10.00%	20.00%
Not Disabled	14	12	14	7	41.18%	85.71%	Best	100.00%	Best	50.00%	Best

80% Rule EO Data Analysis Output:

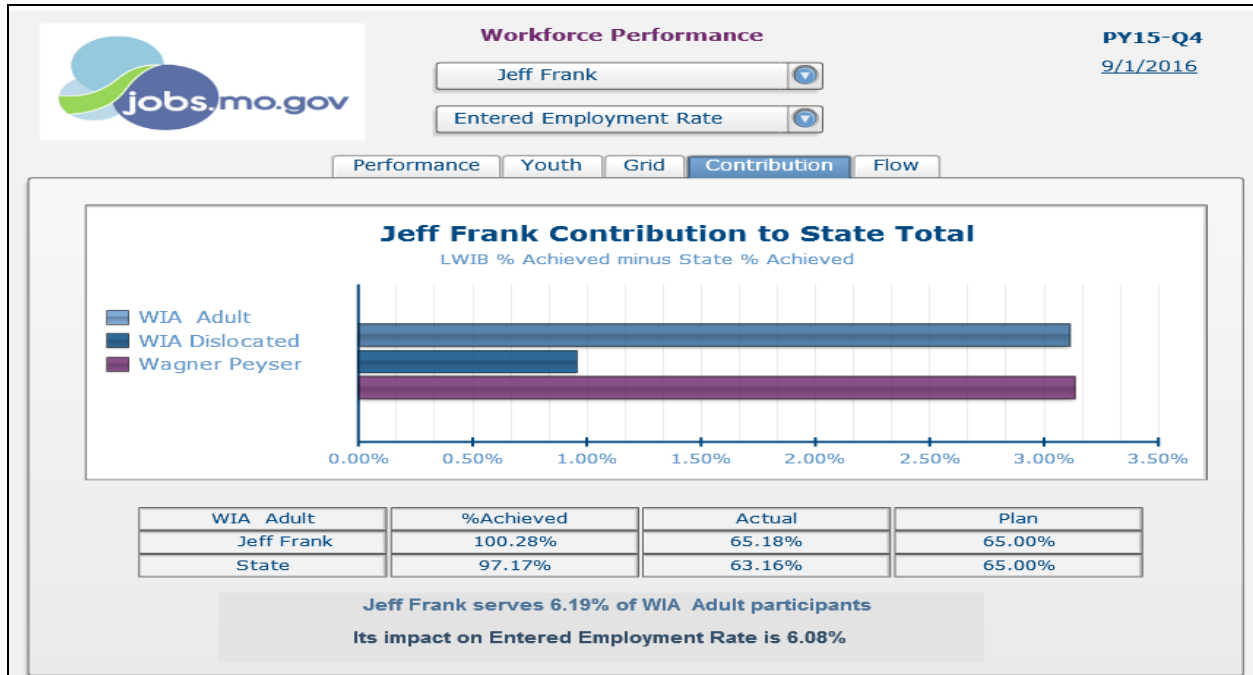
Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	34	29	33	9	100%	0.8529				0.9706			
Male	15	14	15	5	44%	0.9333	0.00%	12.2327%	0.00	1.0000	0.00%	5.8357%	0.00
Female	19	15	18	4	56%	0.7895	14.39%	11.4906%	1.25	0.9474	5.26%	5.4817%	0.96
All Age	34	29	33	9	100%	0.8529				0.9706			
14-18	25	23	25	7	74%	0.9200	0.00%	10.0173%	0.00	1.0000	0.00%	4.7788%	0.00
19-21	8	6	8	2	24%	0.7500	17.00%	14.3862%	1.18	1.0000	0.00%	6.8631%	0.00
All Race	34	29	33	9	100%	0.8529				0.9706			
American Indian	1	1	1		3%	1.0000	0.00%	36.0664%	0.00	1.0000	0.00%	17.2058%	0.00
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	1		1	1	3%	0.0000	N/A	N/A	N/A	1.0000	0.00%	17.2058%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	27	24	26	5	79%	0.8889	11.11%	9.6391%	1.15	0.9630	3.70%	4.5984%	0.81
All Hispanic	34	29	33	9	100%	0.8529				0.9706			
Hispanic	2	1	2		6%	0.5000	50.00%	35.4165%	1.41	1.0000	0.00%	16.8958%	0.00
n/a	1	1	1	1	3%	1.0000	0.00%	43.3761%	0.00	1.0000	0.00%	20.6930%	0.00
All Disability	34	29	33	9	100%	0.8529				0.9706			
Disabled	20	17	19	2	59%	0.8500	0.71%	11.1997%	0.06	0.9500	5.00%	5.3429%	0.94
Not Disabled	14	12	14	7	41%	0.8571	0.00%	12.3414%	0.00	1.0000	0.00%	5.8876%	0.00

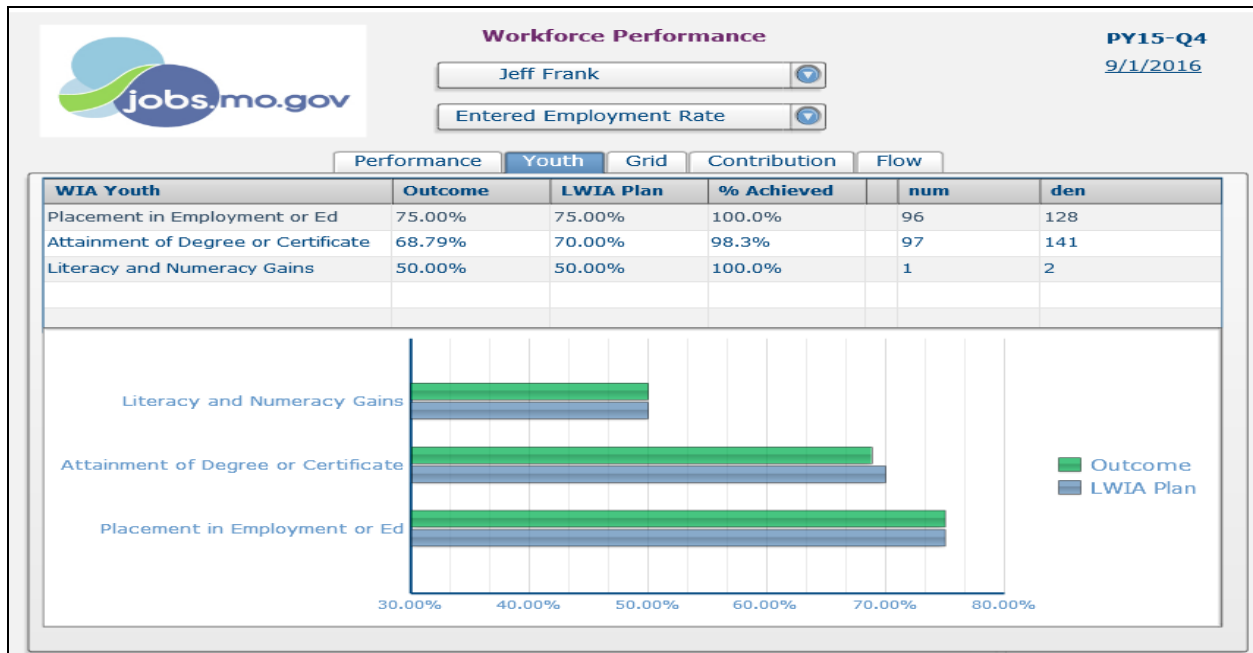
2.0 Standard Deviation Test EO Data Analysis Output:

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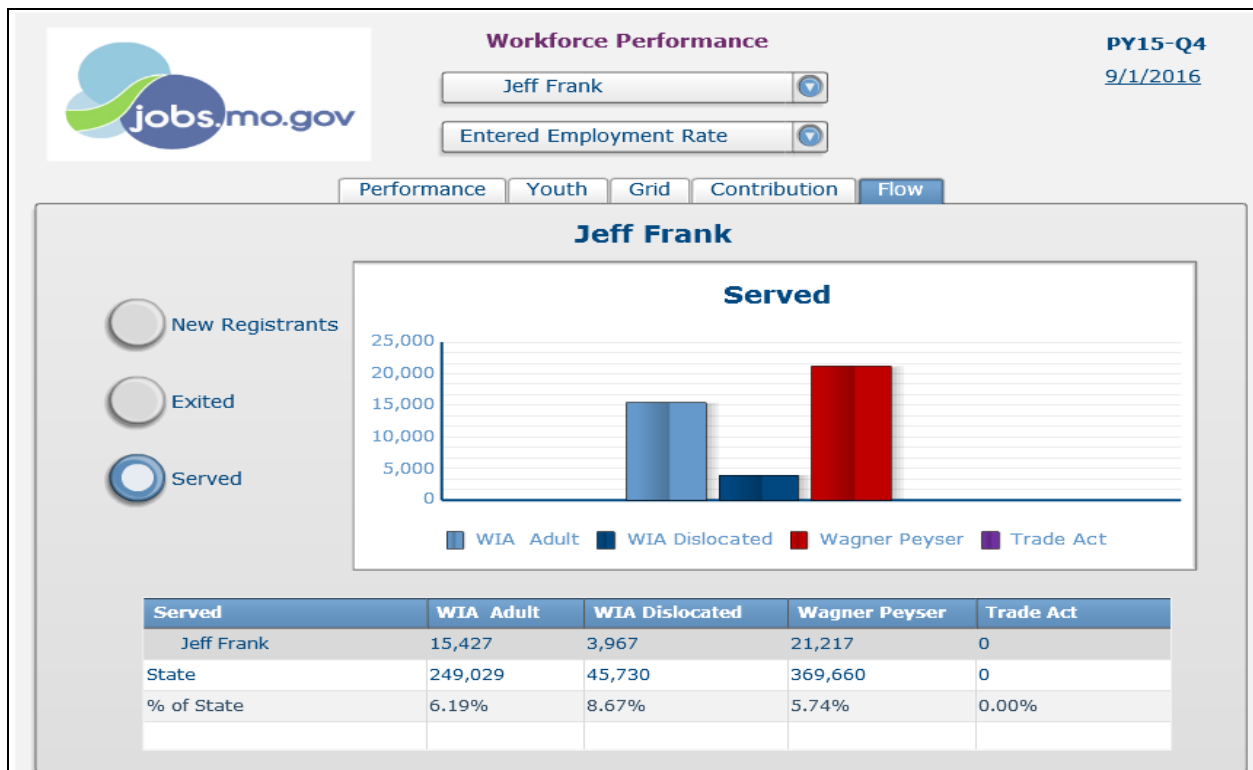
Snapshot showing Northeast Region Workforce Performance to State Total in Entered Employment Rate:



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Source: Captured from the MoPerforms database system



Source: Captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Increasing staff follow-ups and providing assistance in overcoming employment barriers.
- Enhancing services which includes: soft skills training, comprehensive assessment to identify career interests, transferable skills, and skill gaps to determining the need for training to increase skill levels.
- Job center staff will continue provide training on serving diverse populations and learn more about resources to help job seekers with disabilities to be successful in their job search efforts.
- Co-enrollment with Vocational Rehabilitation programs will also provide additional job search services for customers.
- Non-traditional training and MOSTEMs occupational training will continue to be encouraged.
- Distribution of follow-ups analysis and summaries will continue to be made available to leadership for further discussions.

KANSAS CITY AND VICINITY

The Full Employment Council, Inc. (FEC) serves as the One-Stop Operator and Fiscal Agent for the Kansas City and Vicinity Workforce Investment Board. It is a business-led, private, nonprofit corporation whose mission is to obtain public and private sector employment for the unemployed and underemployed, which is the American Job Center and Fiscal Agent for the Kansas City and Vicinity Workforce Investment Area, comprised of the Cass, Clay, Platte and Ray Counties, and the City of Kansas City, Missouri.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *National Emergency Grant (MO 40, 41)*
- *Disability Navigator Program*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*
- *Reboot U and other Special Local Programs/Activities*

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

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Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic group.

Step 5: Investigate significant differences.

The region indicated that meetings were held with program managers to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

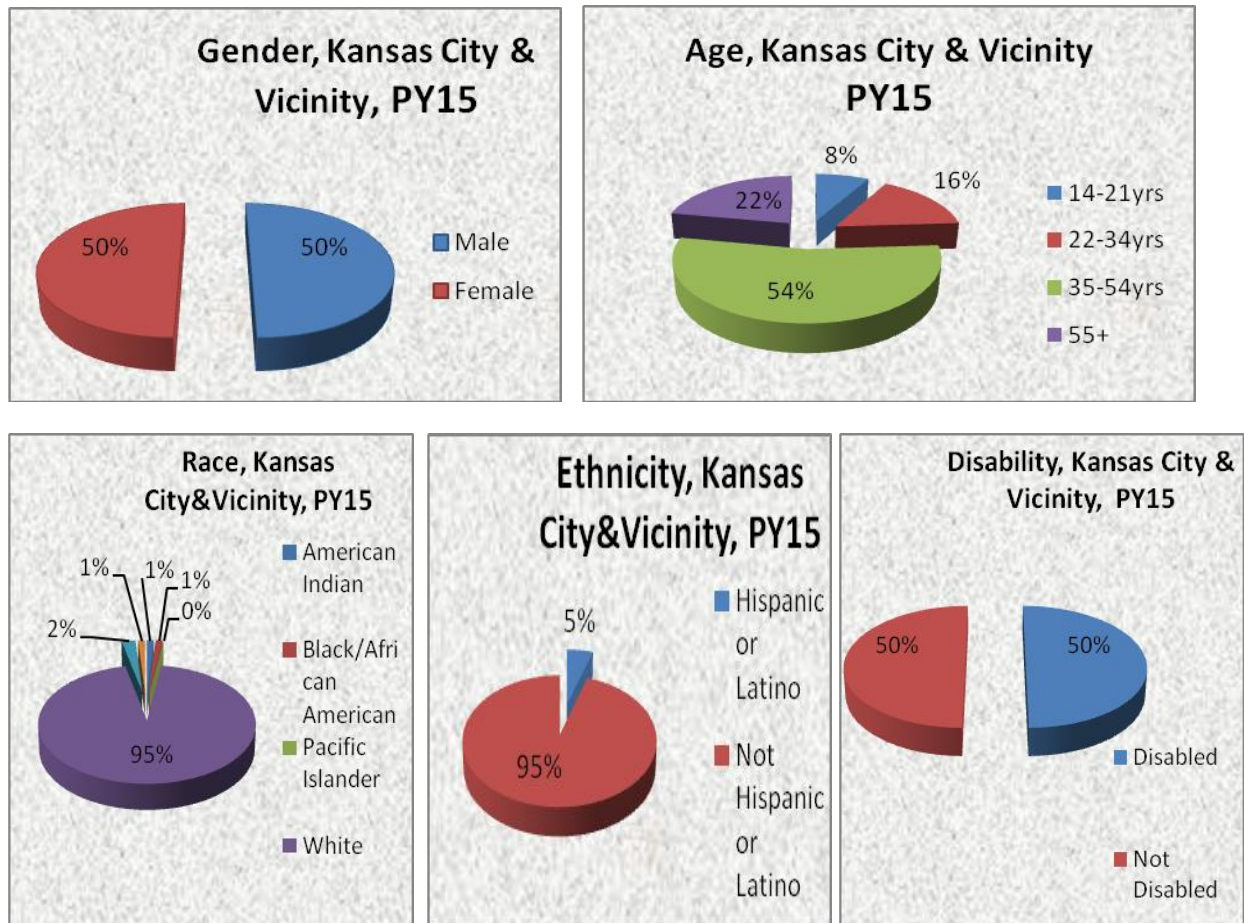
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	10,749	5,253	1,613	100.00%	48.87%		15.01%	
Male	5,298	2,533	724	49.29%	47.81%	95.81%	13.67%	83.82%
Female	5,447	2,718	888	50.67%	49.90%	Best	16.30%	Best
All Age	10,749	5,253	1,613	100.00%	48.87%		15.01%	
14-21	884	513	112	8.22%	58.03%	Best	12.67%	67.90%
22-29	2,251	1,253	420	20.94%	55.66%	95.92%	18.66%	Best
30-54	5,690	2,814	875	52.94%	49.46%	85.22%	15.38%	82.42%
55+	1,924	673	206	17.90%	34.98%	60.28%	10.71%	57.38%
All Race	10,749	5,253	1,613	100.00%	48.87%		15.01%	
American Indian	71	33	13	0.66%	Insuf Data	N/A	Insuf Data	N/A
Asian	109	48	15	1.01%	Insuf Data	N/A	Insuf Data	N/A
Black	5,516	2,849	897	51.32%	51.65%	Best	16.26%	Best
Pacific Islander	40	16	4	0.37%	Insuf Data	N/A	Insuf Data	N/A
White	4,214	1,925	587	39.20%	45.68%	88.44%	13.93%	85.66%
Other	799	382	97	7.43%	47.81%	92.57%	12.14%	74.65%
All Hispanic	10,749	5,253	1,613	100.00%	48.87%		15.01%	
Hispanic	561	260	67	5.22%	46.35%	Best	11.94%	Best
n/a	10	6	3	0.09%	Insuf Data	N/A	Insuf Data	N/A
All Disability	10,749	5,253	1,613	100.00%	48.87%		15.01%	
Disabled	701	245	99	6.52%	34.95%	69.82%	14.12%	93.34%
Not Disabled	9,835	4,923	1,488	91.50%	50.06%	Best	15.13%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	10,749	5,253	1,613	100.00%	0.4887				0.1501			
Male	5,298	2,533	724	49.29%	0.4781	2.09%	0.9646%	2.17	0.1367	2.64%	0.6891%	3.83
Female	5,447	2,718	888	50.67%	0.4990	0.00%	0.9578%	0.00	0.1630	0.00%	0.6843%	0.00
All Age	10,749	5,253	1,613	100.00%	0.4887				0.1501			
14-21	884	513	112	8.22%	0.5803	0.00%	1.8071%	0.00	0.1267	5.99%	1.2911%	4.64
22-29	2,251	1,253	420	20.94%	0.5566	2.37%	1.2447%	1.90	0.1866	0.00%	0.8892%	0.00
30-54	5,690	2,814	875	52.94%	0.4946	8.58%	0.9372%	9.15	0.1538	3.28%	0.6696%	4.90
55+	1,924	673	206	17.90%	0.3498	23.05%	1.3183%	17.49	0.1071	7.95%	0.9418%	8.44
All Race	10,749	5,253	1,613	100.00%	0.4887				0.1501			
American Indian	71	33	13	0.66%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	109	48	15	1.01%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	5,516	2,849	897	51.32%	0.5165	0.00%	0.9518%	0.00	0.1626	0.00%	0.6800%	0.00
Pacific Islander	40	16	4	0.37%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,214	1,925	587	39.20%	0.4568	5.97%	1.0227%	5.84	0.1393	2.33%	0.7307%	3.19
All Hispanic	10,749	5,253	1,613	100.00%	0.4887				0.1501			
Hispanic	561	260	67	5.22%	0.4635	0.00%	2.9846%	0.00	0.1194	0.00%	2.1324%	0.00
n/a	10	6	3	0.09%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	10,749	5,253	1,613	100.00%	0.4887				0.1501			
Disabled	701	245	99	6.52%	0.3495	15.11%	1.9541%	7.73	0.1412	1.01%	1.3961%	0.72
Not Disabled	9,835	4,923	1,488	91.50%	0.5006	0.00%	0.7128%	0.00	0.1513	0.00%	0.5093%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	14,677	6,951	2,045	100.00%	47.36%		13.93%	
Male	7,179	3,341	918	48.91%	46.54%	96.66%	12.79%	85.07%
Female	7,498	3,610	1,127	51.09%	48.15%	Best	15.03%	Best
All Age	14,677	6,951	2,045	100.00%	47.36%		13.93%	
14-21	2,298	959	221	15.66%	41.73%	76.62%	9.62%	57.96%
22-29	3,110	1,694	516	21.19%	54.47%	Best	16.59%	Best
30-54	6,983	3,491	1,063	47.58%	49.99%	91.78%	15.22%	91.75%
55+	2,286	807	245	15.58%	35.30%	64.81%	10.72%	64.60%
All Race	14,677	6,951	2,045	100.00%	47.36%		13.93%	
American Indian	91	42	16	0.62%	Insuf Data	N/A	Insuf Data	N/A
Asian	124	54	15	0.84%	Insuf Data	N/A	Insuf Data	N/A
Black	7,911	3,890	1,167	53.90%	49.17%	Best	14.75%	Best
Pacific Islander	54	23	5	0.37%	Insuf Data	N/A	Insuf Data	N/A
White	5,233	2,365	694	35.65%	45.19%	91.91%	13.26%	89.90%
All Hispanic	14,677	6,951	2,045	100.00%	47.36%		13.93%	
Hispanic	742	334	76	5.06%	45.01%	95.10%	10.24%	72.80%
n/a	13,603	6,439	1,914	92.68%	47.34%	Best	14.07%	Best
All Disability	14,677	6,951	2,045	100.00%	47.36%		13.93%	
Disabled	180	64	24	1.23%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	14,497	6,887	2,021	98.77%	47.51%	Best	13.94%	Best

80% Rule EO Data Analysis Output:

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Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	14,677	6,951	2,045	100.00%	0.4736				0.1393			
Male	7,179	3,341	918	48.91%	0.4854	1.61%	0.8245%	1.95	0.1279	2.24%	0.5718%	3.92
Female	7,498	3,610	1,127	51.09%	0.4815	0.00%	0.8155%	0.00	0.1503	0.00%	0.5656%	0.00
All Age	14,677	6,951	2,045	100.00%	0.4736				0.1393			
14-21	2,298	959	221	15.66%	0.4173	12.74%	1.2008%	10.61	0.0962	6.97%	0.8328%	8.37
22-29	3,110	1,694	516	21.19%	0.5447	0.00%	1.0764%	0.00	0.1659	0.00%	0.7465%	0.00
30-54	6,983	3,491	1,063	47.58%	0.4999	4.48%	0.8450%	5.30	0.1522	1.37%	0.5861%	2.34
55+	2,286	807	245	15.58%	0.3530	19.17%	1.2032%	15.93	0.1072	5.87%	0.8345%	7.04
All Race	14,677	6,951	2,045	100.00%	0.4736				0.1393			
American Indian	91	42	16	0.62%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	124	54	15	0.84%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	7,911	3,890	1,167	53.90%	0.4917	0.00%	0.7939%	0.00	0.1475	0.00%	0.5506%	0.00
Pacific Islander	54	23	5	0.37%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,233	2,365	694	35.65%	0.4519	3.98%	0.8897%	4.47	0.1326	1.49%	0.6170%	2.41
All Hispanic	14,677	6,951	2,045	100.00%	0.4736				0.1393			
Hispanic	742	334	76	5.06%	0.4501	2.32%	1.8823%	1.23	0.1024	3.83%	1.3055%	2.93
n/a	13,603	6,439	1,914	92.68%	0.4734	0.00%	0.6054%	0.00	0.1407	0.00%	0.4199%	0.00
All Disability	14,677	6,951	2,045	100.00%	0.4736				0.1393			
Disabled	180	64	24	1.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	14,497	6,887	2,021	98.77%	0.4751	0.00%	0.5865%	0.00	0.1394	0.00%	0.4067%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement t services	Adverse Impact	Received Summer Employment Opportuniti es	Adverse Impact
All Gender	108	10	44	34	100.00%	9.26%		40.74%		31.48%	
Male	52	5	21	16	48.15%	9.62%	Best	40.38%	98.33%	30.77%	95.73%
Female	56	5	23	18	51.85%	8.93%	92.86%	41.07%	Best	32.14%	Best
All Age	108	10	44	34	100.00%	9.26%		40.74%		31.48%	
14-18	70	5	23	30	64.81%	7.14%	50.00%	32.86%	63.89%	42.86%	Best
19-21	35	5	18	4	32.41%	14.29%	Best	51.43%	Best	11.43%	26.67%
All Race	108	10	44	34	100.00%	9.26%		40.74%		31.48%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	74	8	33	22	68.52%	10.81%	75.68%	44.59%	Best	29.73%	83.24%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	14	2	3	5	12.96%	14.29%	Best	21.43%	48.05%	35.71%	Best
All Hispanic	108	10	44	34	100.00%	9.26%		40.74%		31.48%	
Hispanic	5		4	1	4.63%	0.00%	Best	80.00%	Best	20.00%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	108	10	44	34	100.00%	9.26%		40.74%		31.48%	
Disabled	1				0.93%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	107	10	44	34	99.07%	9.35%	Best	41.12%	Best	31.78%	Best

80% Rule EO Data Analysis Output:

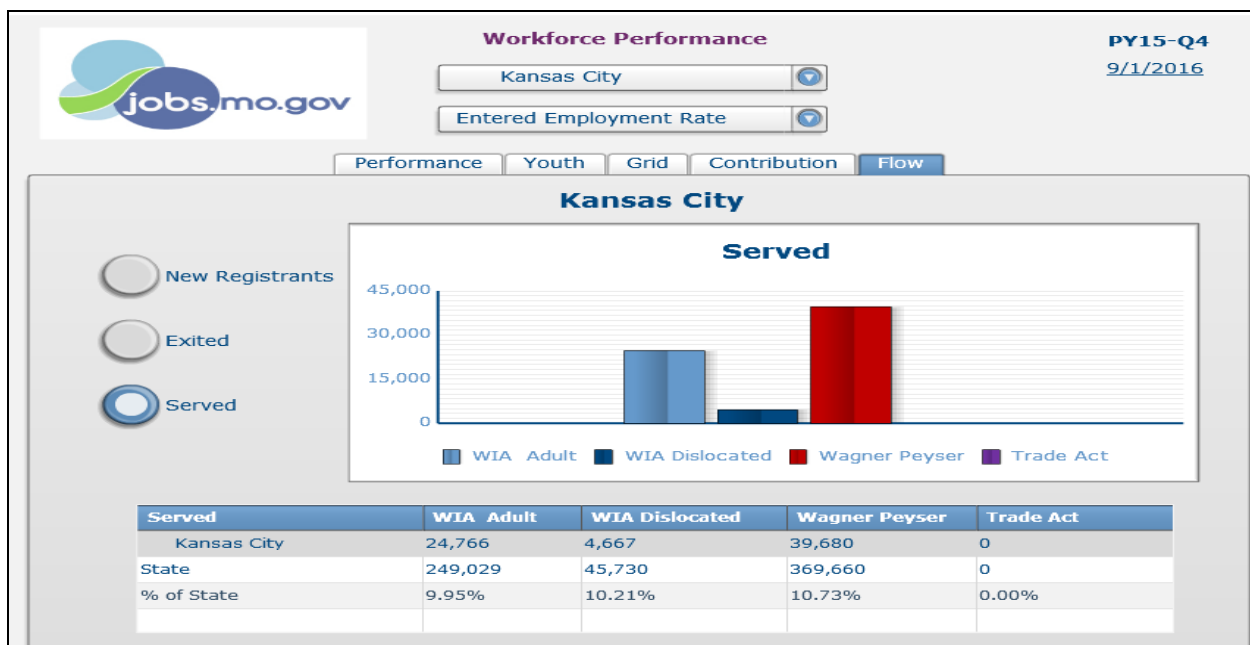
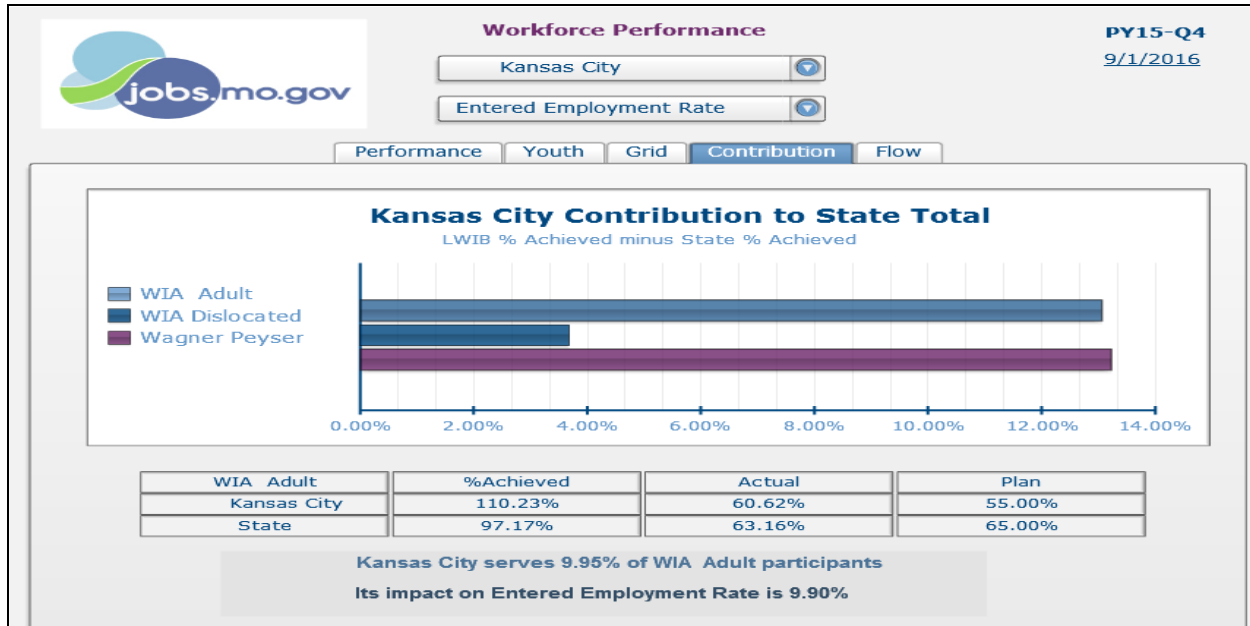
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WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	108	10	44	34	100%	0.0926				0.4074			
Male	52	5	21	16	48%	0.0962	0.00%	5.5822%	0.00	0.4038	0.69%	9.4626%	0.07
Female	56	5	23	18	52%	0.0893	0.69%	5.4779%	0.13	0.4107	0.00%	9.2857%	0.00
All Age	108	10	44	34	100%	0.0926				0.4074			
14-18	70	5	23	30	65%	0.0714	7.14%	4.8995%	1.46	0.3286	18.57%	8.3054%	2.24
19-21	35	5	18	4	32%	0.1429	0.00%	6.0007%	0.00	0.5143	0.00%	10.1719%	0.00
All Race	108	10	44	34	100%	0.0926				0.4074			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	74	8	33	22	69%	0.1081	3.47%	4.7653%	0.73	0.4459	0.00%	8.0778%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	14	2	3	5	13%	0.1429	0.00%	8.4479%	0.00	0.2143	23.17%	14.3204%	1.62
All Hispanic	108	10	44	34	100%	0.0926				0.4074			
Hispanic	5		4	1	5%	0.0000	N/A	N/A	N/A	0.8000	0.00%	31.0758%	0.00
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	108	10	44	34	100%	0.0926				0.4074			
Disabled	1				1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	107	10	44	34	99%	0.0935	0.00%	3.9629%	0.00	0.4112	0.00%	6.7176%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

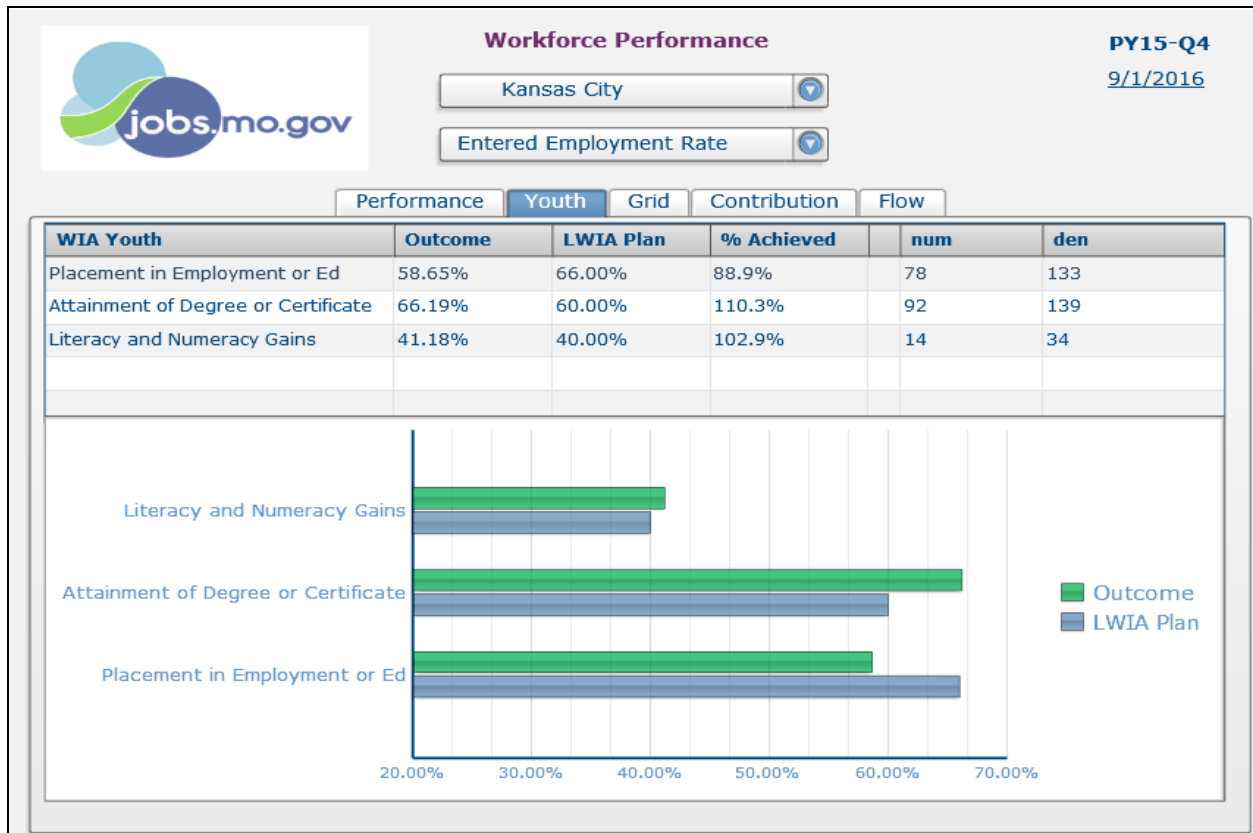
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Snapshot showing Kansas City and Vicinity Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

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Source: Captured from the MoPerforms database system

NORTHEAST REGION

The Northeast Missouri Workforce Development Region delivers services to sixteen (16) counties in Northeast Missouri. The counties served are Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby and Warren. The NEMO WDB oversees three Missouri Job Centers in Kirksville, Hannibal, and Warrenton. The region is a home to 76,989, or 2.9%, of the state's workforce.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Northeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

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Step 6: Justify or take mitigating actions

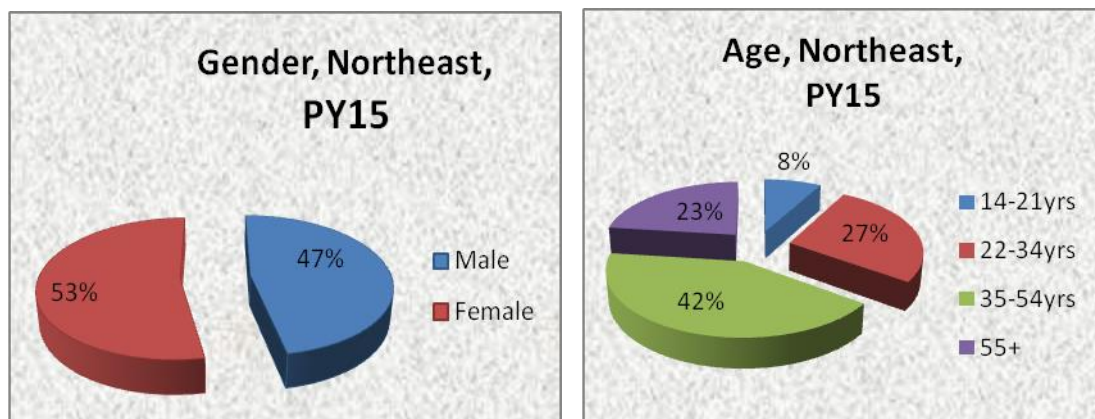
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

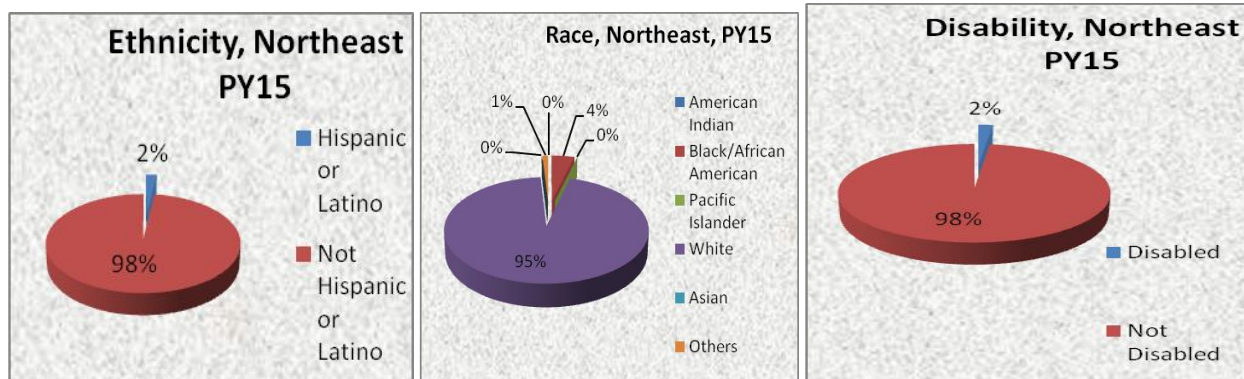
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,733	2,735	926	100.00%	57.79%		19.56%	
Male	2,828	1,639	564	59.75%	57.96%	Best	19.94%	Best
Female	1,904	1,095	362	40.23%	57.51%	99.23%	19.01%	95.33%
All Age	4,733	2,735	926	100.00%	57.79%		19.56%	
14-21	549	346	137	11.60%	63.02%	99.96%	24.95%	Best
22-29	1,115	703	227	23.56%	63.05%	Best	20.36%	81.58%
30-54	2,392	1,364	458	50.54%	57.02%	90.44%	19.15%	76.73%
55+	677	322	104	14.30%	47.56%	75.44%	15.36%	61.56%
All Race	4,733	2,735	926	100.00%	57.79%		19.56%	
American Indian	45	26	7	0.95%	Insuf Data	N/A	Insuf Data	N/A
Asian	8	5	1	0.17%	Insuf Data	N/A	Insuf Data	N/A
Black	315	183	54	6.66%	58.10%	Best	17.14%	86.23%
Pacific Islander	6	3	2	0.13%	Insuf Data	N/A	Insuf Data	N/A
White	4,165	2,408	828	88.00%	57.82%	99.52%	19.88%	Best
Other	194	110	34	4.10%	56.70%	97.60%	17.53%	88.16%
All Hispanic	4,733	2,735	926	100.00%	57.79%		19.56%	
Hispanic	110	63	22	2.32%	57.27%	Best	20.00%	Best
n/a	3	1	1	0.06%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,733	2,735	926	100.00%	57.79%		19.56%	
Disabled	310	130	34	6.55%	41.94%	71.01%	10.97%	54.49%
Not Disabled	4,347	2,567	875	91.84%	59.05%	Best	20.13%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,733	2,735	926	100.00%	0.5779				0.1956			
Male	2,828	1,639	564	59.75%	0.5796	0.00%	1.3135%	0.00	0.1994	0.00%	1.0550%	0.00
Female	1,904	1,095	362	40.23%	0.5751	0.45%	1.4642%	0.30	0.1901	0.93%	1.1760%	0.79
All Age	4,733	2,735	926	100.00%	0.5779				0.1956			
14-21	549	346	137	11.60%	0.6302	0.03%	2.3373%	0.01	0.2495	0.00%	1.8773%	0.00
22-29	1,115	703	227	23.56%	0.6305	0.00%	1.7910%	0.00	0.2036	4.60%	1.4385%	3.19
30-54	2,392	1,364	458	50.54%	0.5702	6.03%	1.4282%	4.22	0.1915	5.81%	1.1471%	5.06
55+	677	322	104	14.30%	0.4756	15.49%	2.1501%	7.20	0.1536	9.59%	1.7270%	5.55
All Race	4,733	2,735	926	100.00%	0.5779				0.1956			
American Indian	45	26	7	0.95%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	8	5	1	0.17%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	315	183	54	6.66%	0.5810	0.00%	2.8861%	0.00	0.1714	2.74%	2.3181%	1.18
Pacific Islander	6	3	2	0.13%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,165	2,408	828	88.00%	0.5782	0.28%	1.0823%	0.26	0.1988	0.00%	0.8693%	0.00
All Hispanic	4,733	2,735	926	100.00%	0.5779				0.1956			
Hispanic	110	63	22	2.32%	0.5727	0.00%	6.6598%	0.00	0.2000	0.00%	5.3491%	0.00
n/a	3	1	1	0.06%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,733	2,735	926	100.00%	0.5779				0.1956			
Disabled	310	130	34	6.55%	0.4194	17.12%	2.9035%	5.90	0.1097	9.16%	2.3321%	3.93
Not Disabled	4,347	2,567	875	91.84%	0.5905	0.00%	1.0594%	0.00	0.2013	0.00%	0.8509%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

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Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,141	2,909	984	100.00%	56.58%		19.14%	
Male	3,046	1,722	594	59.25%	56.53%	99.78%	19.50%	Best
Female	2,095	1,187	390	40.75%	56.66%	Best	18.62%	95.46%
All Age	5,141	2,909	984	100.00%	56.58%		19.14%	
14-21	736	416	174	14.32%	56.52%	89.57%	23.64%	Best
22-29	1,160	732	225	22.56%	63.10%	Best	19.40%	82.05%
30-54	2,535	1,429	479	49.31%	56.37%	89.33%	18.90%	79.93%
55+	710	332	106	13.81%	46.76%	74.10%	14.93%	63.15%
All Race	5,141	2,909	984	100.00%	56.58%		19.14%	
American Indian	44	25	6	0.86%	Insuf Data	N/A	Insuf Data	N/A
Asian	10	5	1	0.19%	Insuf Data	N/A	Insuf Data	N/A
Black	365	208	59	7.10%	56.99%	Best	16.16%	82.89%
Pacific Islander	6	3	2	0.12%	Insuf Data	N/A	Insuf Data	N/A
White	4,487	2,543	875	87.28%	56.67%	99.45%	19.50%	Best
All Hispanic	5,141	2,909	984	100.00%	56.58%		19.14%	
Hispanic	113	60	22	2.20%	53.10%	93.73%	19.47%	Best
n/a	4,957	2,808	944	96.42%	56.65%	Best	19.04%	97.82%
All Disability	5,141	2,909	984	100.00%	56.58%		19.14%	
Disabled	96	40	13	1.87%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	5,045	2,869	971	98.13%	56.87%	Best	19.25%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,141	2,909	984	100.00%	0.5658				0.1914			
Male	3,046	1,722	594	59.25%	0.5653	0.13%	1.2701%	0.10	0.1950	0.00%	1.0081%	0.00
Female	2,095	1,187	390	40.75%	0.5666	0.00%	1.4068%	0.00	0.1862	0.89%	1.1166%	0.79
All Age	5,141	2,909	984	100.00%	0.5658				0.1914			
14-21	736	416	174	14.32%	0.5652	6.58%	2.0753%	3.17	0.2364	0.00%	1.6472%	0.00
22-29	1,160	732	225	22.56%	0.6310	0.00%	1.7570%	0.00	0.1940	4.24%	1.3945%	3.04
30-54	2,535	1,429	479	49.31%	0.5637	6.73%	1.3922%	4.84	0.1890	4.75%	1.1050%	4.29
55+	710	332	106	13.81%	0.4676	16.34%	2.1046%	7.77	0.1493	8.71%	1.6704%	5.22
All Race	5,141	2,909	984	100.00%	0.5658				0.1914			
American Indian	44	25	6	0.86%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	10	5	1	0.19%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	365	208	59	7.10%	0.5699	0.00%	2.6978%	0.00	0.1616	3.34%	2.1413%	1.56
Pacific Islander	6	3	2	0.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,487	2,543	875	87.28%	0.5667	0.31%	1.0464%	0.30	0.1950	0.00%	0.8306%	0.00
All Hispanic	5,141	2,909	984	100.00%	0.5658				0.1914			
Hispanic	113	60	22	2.20%	0.5310	3.55%	4.7155%	0.75	0.1947	0.00%	3.7428%	0.00
n/a	4,957	2,808	944	96.42%	0.5665	0.00%	0.9956%	0.00	0.1904	0.43%	0.7902%	0.54
All Disability	5,141	2,909	984	100.00%	0.5658				0.1914			
Disabled	96	40	13	1.87%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	5,045	2,869	971	98.13%	0.5687	0.00%	0.9869%	0.00	0.1925	0.00%	0.7833%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

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WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	107	45	91	5	100.00%	42.06%		85.05%		4.67%	
Male	55	23	49	2	51.40%	41.82%	98.84%	89.09%	Best	3.64%	63.03%
Female	52	22	42	3	48.60%	42.31%	Best	80.77%	90.68%	5.77%	Best
All Age	107	45	91	5	100.00%	42.06%		85.05%		4.67%	
14-18	73	39	69	2	68.22%	53.42%	Best	94.52%	Best	2.74%	42.47%
19-21	31	4	21	2	28.97%	12.90%	24.15%	67.74%	71.67%	6.45%	Best
All Race	107	45	91	5	100.00%	42.06%		85.05%		4.67%	
American Indian	2	1	2		1.87%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	1	1	1		0.93%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	7	2	2	1	6.54%	28.57%	69.17%	28.57%	32.45%	14.29%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	92	38	81	4	85.98%	41.30%	Best	88.04%	Best	4.35%	30.43%
All Hispanic	107	45	91	5	100.00%	42.06%		85.05%		4.67%	
Hispanic	1	1	1		0.93%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	107	45	91	5	100.00%	42.06%		85.05%		4.67%	
Disabled	15	9	14	2	14.02%	60.00%	Best	93.33%	Best	13.33%	Best
Not Disabled	92	36	77	3	85.98%	39.13%	65.22%	83.70%	89.67%	3.26%	24.46%

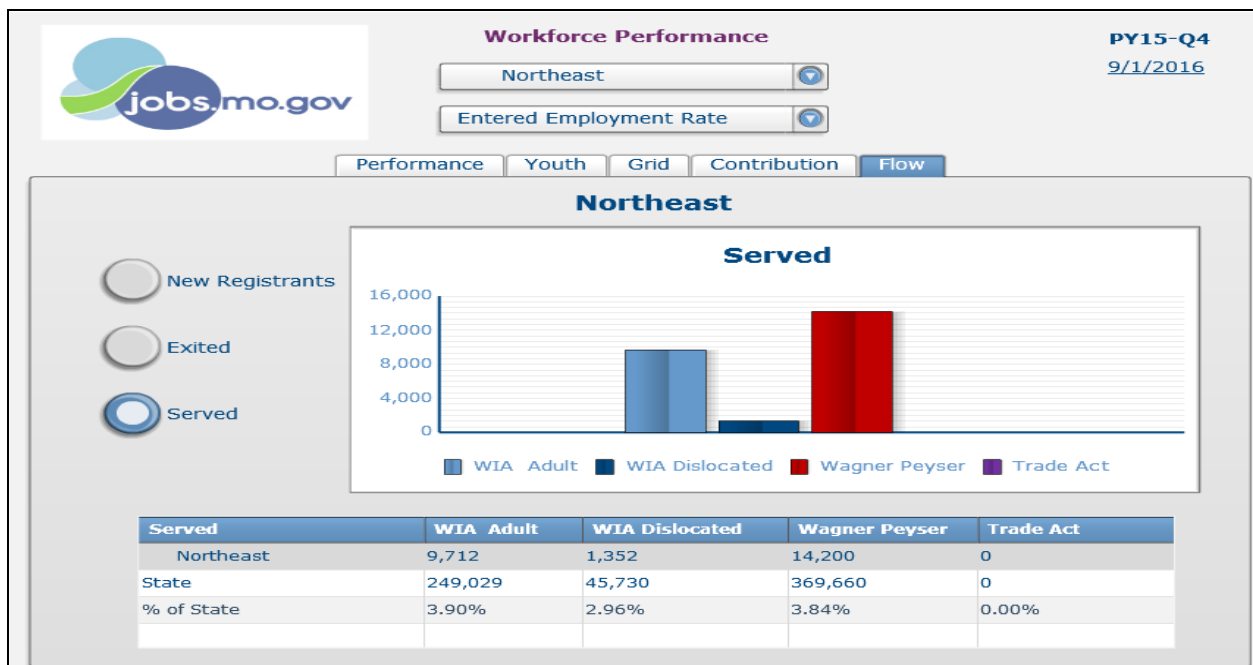
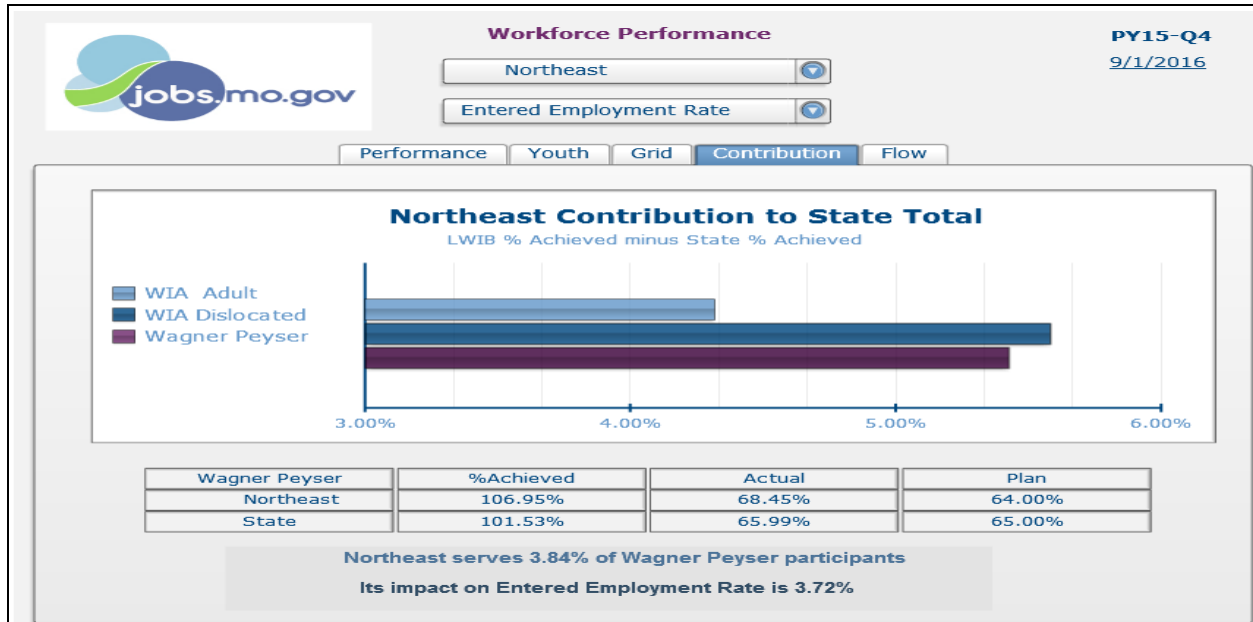
80% Rule EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	107	45	91	5	100%	0.4206				0.8505			
Male	55	23	49	2	51%	0.4182	0.49%	9.4135%	0.05	0.8909	0.00%	6.8003%	0.00
Female	52	22	42	3	49%	0.4231	0.00%	9.5483%	0.00	0.8077	8.32%	6.8977%	1.21
All Age	107	45	91	5	100%	0.4206				0.8505			
14-18	73	39	69	2	68%	0.5342	0.00%	8.1709%	0.00	0.9452	0.00%	5.9027%	0.00
19-21	31	4	21	2	29%	0.1290	40.52%	10.5826%	3.83	0.6774	26.78%	7.6449%	3.50
All Race	107	45	91	5	100%	0.4206				0.8505			
American Indian	2	1	2		2%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	7	2	2	1	7%	0.2857	12.73%	19.3550%	0.66	0.2857	59.47%	13.9821%	4.25
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	92	38	81	4	86%	0.4130	0.00%	7.2785%	0.00	0.8804	0.00%	5.2580%	0.00
All Hispanic	107	45	91	5	100%	0.4206				0.8505			
Hispanic	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	107	45	91	5	100%	0.4206				0.8505			
Disabled	15	9	14	2	14%	0.6000	0.00%	13.7458%	0.00	0.9333	0.00%	9.9300%	0.00
Not Disabled	92	36	77	3	86%	0.3913	20.87%	7.2785%	2.87	0.8370	9.64%	5.2580%	1.83

2.0 Standard Deviation Test EO Data Analysis Output:

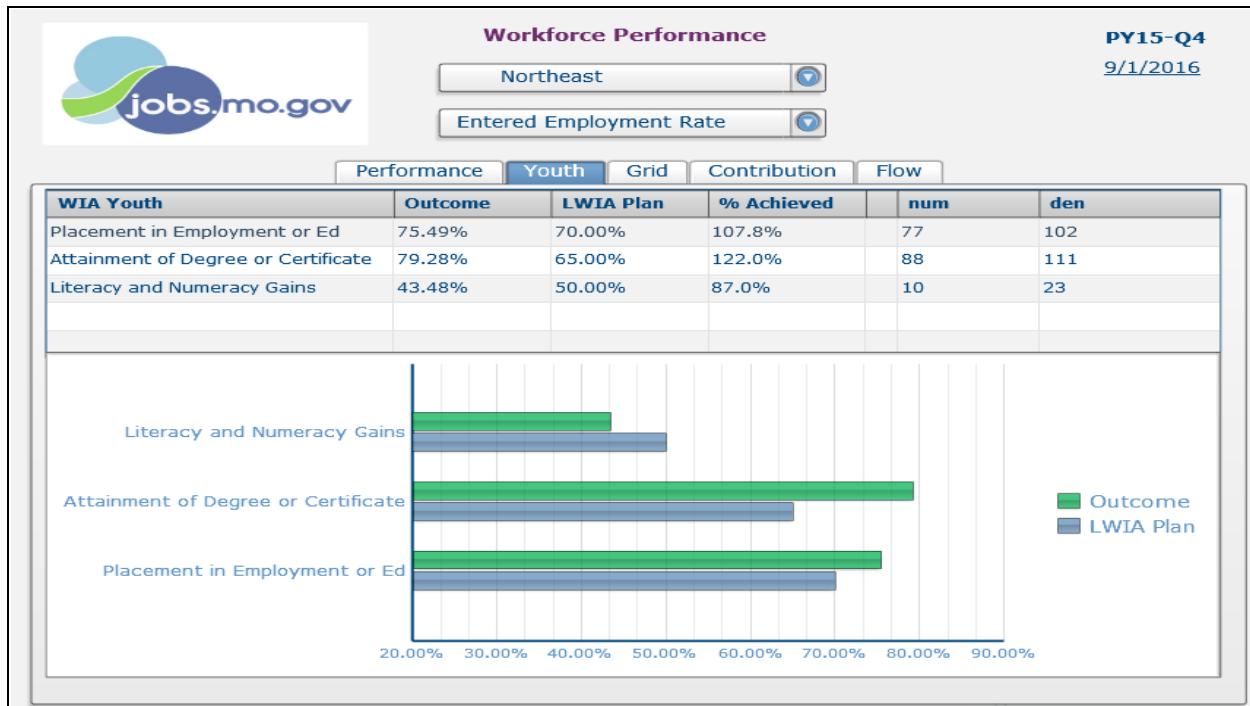
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Snapshot showing Northeast Region Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

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Source: Captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported under this program year of intensifying what they started in prior program year.

These strategic activities are seen in continuing:

- placing more comprehensive information on our programs/services at partner locations identified;
- Enhancing referrals processes to and from partner agencies in the region.
- Attending, programs/services sharing, reporting and presenting at community groups/partner meetings.
- Networking, resource sharing to identified partners or agency representatives to provide additional outreach efforts for youth, disabled, adult/DW, minority populations, veterans, older workers.

Following are outreach sources currently utilized by the region to provide outreach to all, to ensure they are promoting diversity in their programs and services:

- Job Fairs/Hiring Events
- Vocational Rehabilitation
- Learning Opportunities
- Crider Center
- AEL sites
- MWA sites
- SER & AARP (SCSEP)
- NECAC/NECAA (Community Action)
- FSD
- High Schools (Counselors, Disability coordinator)
- Community Colleges
- Community Agency meetings
- Chamber meetings
- National Guard Armory
- American Legion
- Missouri Veterans Commission
- City and County offices

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- Youth in Need/Head Start/Kids in Motion
- The Child Center
- The Delta Center
- St Patrick Center
- NCADA
- Step Up
- Jordan's Place
- Turning Point
- The Crisis Nursery
- Department of Probation and Parole
Juvenile Offices
- Division of Youth Services
Youth Center
- Food Pantry's
- Centers for Independent Living
- Sheltered Workshops & Senate Bill 40
- Employment Agencies
- Homeless Shelters
- Low-income Housing Authorities
- Senior Centers
- Health Fairs
- Non-profit Thrift Stores, i.e. Salvation Army, Goodwill, Hannah's Closet, Hope Chest, River of Life
- Society of Human Resource Management (SHRM)
- Agencies that offer assistance/programs for low-income people/families, i.e. Douglass Community Services, Families and Communities Together (FACT), Caring Communities, Preferred Family Healthcare, ICAN Missouri
- RSVP (Retired Senior Volunteer Program)
- Foster Grandparents
- Housing for Offenders
- Probation and Parole, Drug Courts
- County Health Departments
- Low-income health providers, i.e. Hannibal Walk-in Clinic, NEMO Health Council
- Libraries
- University of Missouri Extension Offices
- Employment Agencies, i.e. Manpower, Inter-connect, Unique, High Hope
- Community Centers, Fitness Centers, and YMCA's
- Ministerial Alliances and Churches

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- Area Agency on Aging

NORTHWEST REGION

The Northwest Region Workforce Development Board consists of 18 counties in Northwest Missouri, and takes in all of western Missouri north of the Kansas City area and stretches almost two-thirds of the way across the State to the east. It is a geographically large area that is sparsely populated with the exception of the St. Joseph Metropolitan Statistical Area (MSA). Buchanan, Andrew, and DeKalb counties make up the Missouri portion of the St. Joseph MO-KS MSA.

All the Services are offered through the four Missouri Job Centers; St Joseph, Maryville, Trenton, and Chillicothe. It is worth saying that the Youth services in the St Joseph area are provided by St Joseph Youth Alliance.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Northeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

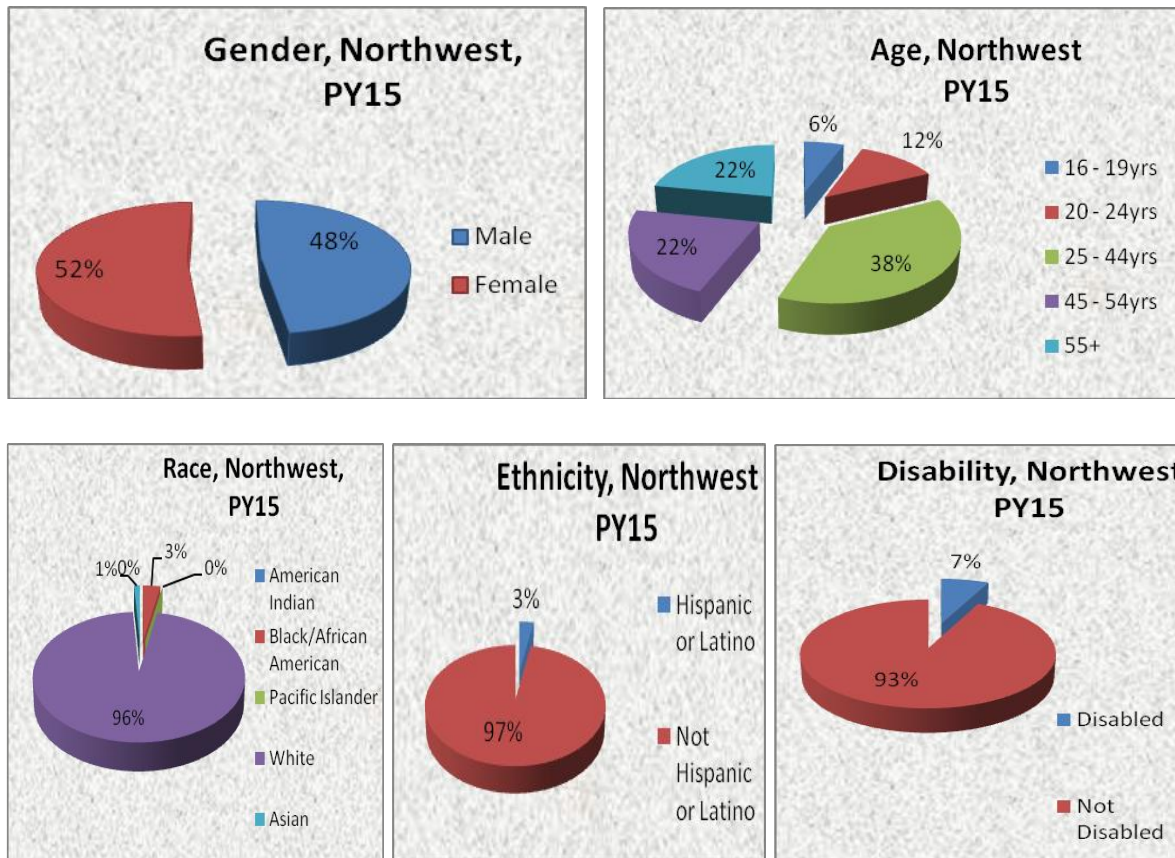
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,537	3,262	930	100.00%	58.91%		16.80%	
Male	3,399	1,985	511	61.39%	58.40%	97.67%	15.03%	76.57%
Female	2,134	1,276	419	38.54%	59.79%	Best	19.63%	Best
All Age	5,537	3,262	930	100.00%	58.91%		16.80%	
14-21	537	369	129	9.70%	68.72%	Best	24.02%	Best
22-29	1,237	781	225	22.34%	63.14%	91.88%	18.19%	75.72%
30-54	2,967	1,750	488	53.58%	58.98%	85.84%	16.45%	68.47%
55+	796	362	88	14.38%	45.48%	66.18%	11.06%	46.02%
All Race	5,537	3,262	930	100.00%	58.91%		16.80%	
American Indian	63	29	4	1.14%	Insuf Data	N/A	Insuf Data	N/A
Asian	32	18	4	0.58%	Insuf Data	N/A	Insuf Data	N/A
Black	504	312	83	9.10%	61.90%	Best	16.47%	89.48%
Pacific Islander	42	28	5	0.76%	Insuf Data	N/A	Insuf Data	N/A
White	4,570	2,687	774	82.54%	58.80%	94.98%	16.94%	92.02%
Other	326	188	60	5.89%	57.67%	93.16%	18.40%	Best
All Hispanic	5,537	3,262	930	100.00%	58.91%		16.80%	
Hispanic	241	146	48	4.35%	60.58%	Best	19.92%	Best
n/a	4	1	1	0.07%	Insuf Data	N/A	Insuf Data	N/A
All Disability	5,537	3,262	930	100.00%	58.91%		16.80%	
Disabled	336	131	51	6.07%	38.99%	64.47%	15.18%	89.32%
Not Disabled	5,108	3,089	868	92.25%	60.47%	Best	16.99%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,537	3,262	930	100.00%	0.5891				0.1680			
Male	3,399	1,985	511	61.39%	0.5840	1.39%	1.1934%	1.17	0.1503	4.60%	0.9068%	5.07
Female	2,134	1,276	419	38.54%	0.5979	0.00%	1.3588%	0.00	0.1963	0.00%	1.0325%	0.00
All Age	5,537	3,262	930	100.00%	0.5891				0.1680			
14-21	537	369	129	9.70%	0.6872	0.00%	2.3072%	0.00	0.2402	0.00%	1.7531%	0.00
22-29	1,237	781	225	22.34%	0.6314	5.58%	1.6651%	3.35	0.1819	5.83%	1.2652%	4.61
30-54	2,967	1,750	488	53.58%	0.5898	9.73%	1.2774%	7.62	0.1645	7.57%	0.9706%	7.80
55+	796	362	88	14.38%	0.4548	23.24%	1.9639%	11.83	0.1106	12.97%	1.4922%	8.69
All Race	5,537	3,262	930	100.00%	0.5891				0.1680			
American Indian	63	29	4	1.14%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	32	18	4	0.58%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	504	312	83	9.10%	0.6190	0.00%	2.3092%	0.00	0.1647	0.47%	1.7546%	0.27
Pacific Islander	42	28	5	0.76%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,570	2,687	774	82.54%	0.5880	3.11%	1.0292%	3.02	0.1694	0.00%	0.7820%	0.00
All Hispanic	5,537	3,262	930	100.00%	0.5891				0.1680			
Hispanic	241	146	48	4.35%	0.6058	0.00%	4.4819%	0.00	0.1992	0.00%	3.4055%	0.00
n/a	4	1	1	0.07%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	5,537	3,262	930	100.00%	0.5891				0.1680			
Disabled	336	131	51	6.07%	0.3899	21.49%	2.7709%	7.75	0.1518	1.81%	2.1054%	0.86
Not Disabled	5,108	3,089	868	92.25%	0.6047	0.00%	0.9735%	0.00	0.1699	0.00%	0.7397%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,618	3,836	1,029	100.00%	57.96%		15.55%	
Male	4,040	2,329	571	61.05%	57.65%	98.62%	14.13%	79.56%
Female	2,578	1,507	458	38.95%	58.46%	Best	17.77%	Best
All Age	6,618	3,836	1,029	100.00%	57.96%		15.55%	
14-21	1,231	733	178	18.60%	59.55%	94.99%	14.46%	81.70%
22-29	1,356	850	240	20.49%	62.68%	Best	17.70%	Best
30-54	3,169	1,860	512	47.88%	58.69%	93.63%	16.16%	91.28%
55+	862	393	99	13.03%	45.59%	72.73%	11.48%	64.89%
All Race	6,618	3,836	1,029	100.00%	57.96%		15.55%	
American Indian	76	34	4	1.15%	Insuf Data	N/A	Insuf Data	N/A
Asian	32	17	4	0.48%	Insuf Data	N/A	Insuf Data	N/A
Black	567	339	89	8.57%	59.79%	Best	15.70%	97.15%
Pacific Islander	43	29	5	0.65%	Insuf Data	N/A	Insuf Data	N/A
White	5,273	3,073	852	79.68%	58.28%	97.47%	16.16%	Best
All Hispanic	6,618	3,836	1,029	100.00%	57.96%		15.55%	
Hispanic	277	163	48	4.19%	58.84%	Best	17.33%	Best
n/a	6,128	3,553	955	92.60%	57.98%	98.53%	15.58%	89.93%
All Disability	6,618	3,836	1,029	100.00%	57.96%		15.55%	
Disabled	117	53	20	1.77%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	6,501	3,783	1,009	98.23%	58.19%	Best	15.52%	Best

80% Rule EO Data Analysis Output:

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Wagner Peysor PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,618	3,836	1,029	100.00%	0.5796				0.1555			
Male	4,040	2,329	571	61.05%	0.5765	0.81%	1.0983%	0.74	0.1413	3.63%	0.8063%	4.50
Female	2,578	1,507	458	38.95%	0.5846	0.00%	1.2443%	0.00	0.1777	0.00%	0.9134%	0.00
All Age	6,618	3,836	1,029	100.00%	0.5796				0.1555			
14-21	1,231	733	178	18.60%	0.5955	3.14%	1.6578%	1.89	0.1446	3.24%	1.2170%	2.66
22-29	1,356	850	240	20.49%	0.6268	0.00%	1.6018%	0.00	0.1770	0.00%	1.1759%	0.00
30-54	3,169	1,860	512	47.88%	0.5869	3.99%	1.2401%	3.22	0.1616	1.54%	0.9103%	1.69
55+	862	393	99	13.03%	0.4559	17.09%	1.8962%	9.01	0.1148	6.21%	1.3920%	4.46
All Race	6,618	3,836	1,029	100.00%	0.5796				0.1555			
American Indian	76	34	4	1.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	32	17	4	0.48%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	567	339	89	8.57%	0.5979	0.00%	2.1816%	0.00	0.1570	0.46%	1.6015%	0.29
Pacific Islander	43	29	5	0.65%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,273	3,073	852	79.68%	0.5828	1.51%	0.9613%	1.57	0.1616	0.00%	0.7057%	0.00
All Hispanic	6,618	3,836	1,029	100.00%	0.5796				0.1555			
Hispanic	277	163	48	4.19%	0.5884	0.00%	3.0322%	0.00	0.1733	0.00%	2.2259%	0.00
n/a	6,128	3,553	955	92.60%	0.5798	0.87%	0.8918%	0.97	0.1558	1.74%	0.6546%	2.66
All Disability	6,618	3,836	1,029	100.00%	0.5796				0.1555			
Disabled	117	53	20	1.77%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	6,501	3,783	1,009	98.23%	0.5819	0.00%	0.8658%	0.00	0.1552	0.00%	0.6356%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	60	32	19	23	100.00%	53.33%		31.67%		38.33%	
Male	34	22	12	14	56.67%	64.71%	Best	35.29%	Best	41.18%	Best
Female	26	10	7	9	43.33%	38.46%	59.44%	26.92%	76.28%	34.62%	84.07%
All Age	60	32	19	23	100.00%	53.33%	82.42%	31.67%	89.72%	38.33%	
14-18	42	27	15	19	70.00%	64.29%	Best	35.71%	Best	45.24%	Best
19-21	12	5	4	3	20.00%	41.67%	64.81%	33.33%	93.33%	25.00%	55.26%
All Race	60	32	19	23	100.00%	53.33%	82.96%	31.67%	88.67%	38.33%	
American Indian	1	1			1.67%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	10	7	2	7	16.67%	70.00%	Best	20.00%	51.76%	70.00%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	44	21	17	12	73.33%	47.73%	68.18%	38.64%	Best	27.27%	38.96%
All Hispanic	60	32	19	23	100.00%	53.33%		31.67%		38.33%	
Hispanic	3			2	5.00%	0.00%	Best	0.00%	Best	66.67%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	60	32	19	23	100.00%	53.33%		31.67%		38.33%	
Disabled	7	4	4	5	11.67%	57.14%	Best	57.14%	Best	71.43%	Best
Not Disabled	53	28	15	18	88.33%	52.83%	92.45%	28.30%	49.53%	33.96%	47.55%

80% Rule EO Data Analysis Output:

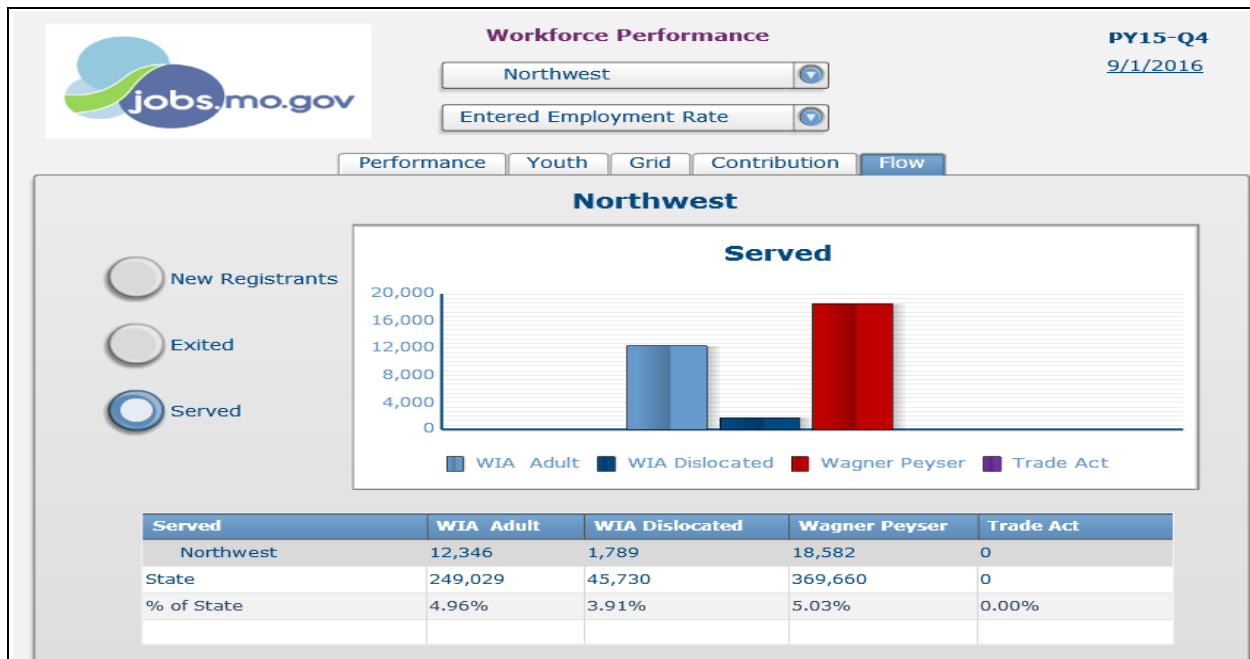
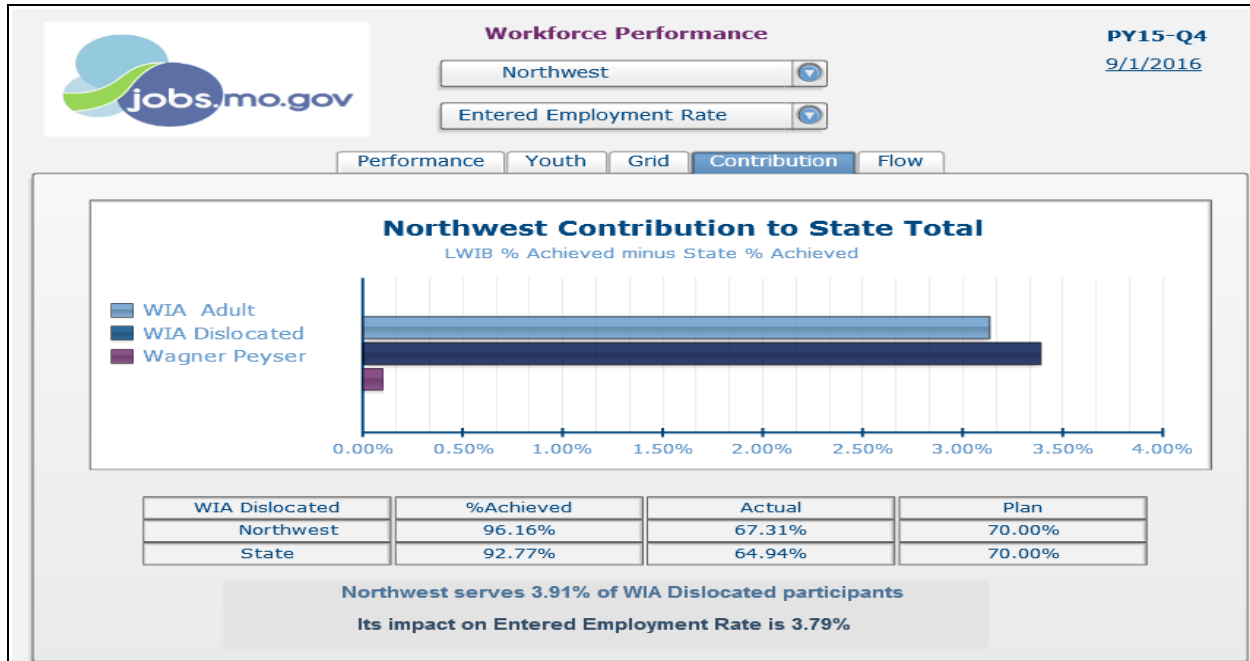
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WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	60	32	19	23	100%	0.5333				0.3167			
Male	34	22	12	14	57%	0.6471	0.00%	12.0998%	0.00	0.3529	0.00%	11.2822%	0.00
Female	26	10	7	9	43%	0.3846	26.24%	12.9973%	2.02	0.2692	8.37%	12.1190%	0.69
All Age	60	32	19	23	100%	0.5333				0.3167			
14-18	42	27	15	19	70%	0.6429	0.00%	10.8866%	0.00	0.3571	0.00%	10.1510%	0.00
19-21	12	5	4	3	20%	0.4167	22.62%	16.3299%	1.39	0.3333	2.38%	15.2265%	0.16
All Race	60	32	19	23	100%	0.5333				0.3167			
American Indian	1	1			2%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	10	7	2	7	17%	0.7000	0.00%	17.4773%	0.00	0.2000	18.64%	16.2963%	1.14
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	44	21	17	12	73%	0.4773	22.27%	10.6363%	2.09	0.3864	0.00%	9.9176%	0.00
All Hispanic	60	32	19	23	100%	0.5333				0.3167			
Hispanic	3			2	5%	0.0000	N/A	N/A	N/A	0.0000	N/A	N/A	N/A
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	60	32	19	23	100%	0.5333				0.3167			
Disabled	7	4	4	5	12%	0.5714	0.00%	20.0628%	0.00	0.5714	0.00%	18.7071%	0.00
Not Disabled	53	28	15	18	88%	0.5283	4.31%	9.6913%	0.45	0.2830	28.84%	9.0364%	3.19

2.0 Standard Deviation Test EO Data Analysis Output:

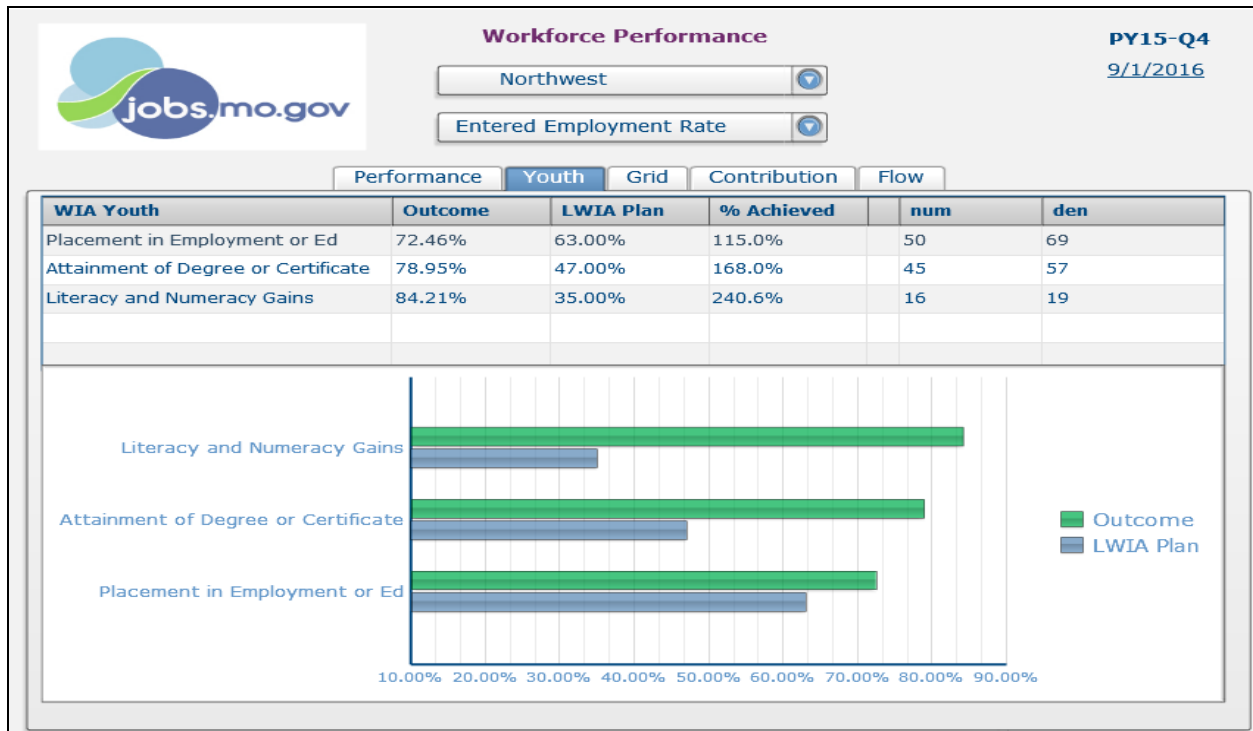
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Snapshot showing Northwest Region Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

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Source: Captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Enhancing services to more people or individuals with disabilities in the region, offer disability awareness training to employers interested throughout the region.
- Increase in more monitoring activities on occupational skills data to watch for cases of inconsistencies that could be a result of gender stigmas. Based on the results of these reviews, the Equal Opportunity Officer will put together training sessions, as well as recommendations, for Job Center Staff to follow.
- Continue partnership with other agencies in providing services to customers/clients in the region.

OZARK REGION

The Local Workforce Development Areas under the Ozark region are (Christian, Dallas, Greene, Polk, Stone, Taney, and Webster counties). The Missouri Job Centers for the region are located in Springfield and Branson, Missouri. The Region also provides services through a mobile Career Center that travels throughout the Region.

The Ozark region has partnerships with several agencies, including Preferred Family Healthcare., who was subcontracted for Workforce Innovation and Opportunity Act (WIOA) Youth Services. Each “in-house” partner strives to provide the best possible service to the citizens of the region without regard to race, gender, age, disability, veterans’ status, or ethnicity.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Ozark region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

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The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.

ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical

or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Ozark region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	12,701	7,253	1,917	100.00%	57.11%		15.09%	
Male	6,980	4,006	1,011	54.96%	57.39%	Best	14.48%	91.43%
Female	5,713	3,243	905	44.98%	56.77%	98.91%	15.84%	Best
All Age	12,701	7,253	1,917	100.00%	57.11%		15.09%	
14-21	1,068	674	170	8.41%	63.11%	Best	15.92%	96.31%
22-29	2,638	1,600	436	20.77%	60.65%	96.11%	16.53%	Best
30-54	6,728	3,874	1,034	52.97%	57.58%	91.24%	15.37%	92.99%
55+	2,266	1,105	277	17.84%	48.76%	77.27%	12.22%	73.96%
All Race	12,701	7,253	1,917	100.00%	57.11%		15.09%	
American Indian	178	101	29	1.40%	Insuf Data	N/A	Insuf Data	N/A
Asian	84	49	15	0.66%	Insuf Data	N/A	Insuf Data	N/A
Black	799	481	113	6.29%	60.20%	Best	14.14%	93.72%
Pacific Islander	33	21	10	0.26%	Insuf Data	N/A	Insuf Data	N/A
White	10,874	6,187	1,641	85.62%	56.90%	94.51%	15.09%	Best
Other	733	414	109	5.77%	56.48%	93.82%	14.87%	98.54%
All Hispanic	12,701	7,253	1,917	100.00%	57.11%		15.09%	
Hispanic	420	234	57	3.31%	55.71%	Best	13.57%	Best
n/a	5	1		0.04%	Insuf Data	N/A	Insuf Data	N/A
All Disability	12,701	7,253	1,917	100.00%	57.11%		15.09%	
Disabled	921	349	92	7.25%	37.89%	64.43%	9.99%	64.24%
Not Disabled	11,511	6,770	1,790	90.63%	58.81%	Best	15.55%	Best

80% Rule EO Data Analysis Output:

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WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	12,701	7,253	1,917	100.00%	0.5711				0.1509			
Male	6,980	4,006	1,011	54.96%	0.5739	0.00%	0.8378%	0.00	0.1448	1.36%	0.6060%	2.24
Female	5,713	3,243	905	44.98%	0.5677	0.63%	0.8830%	0.71	0.1584	0.00%	0.6387%	0.00
All Age	12,701	7,253	1,917	100.00%	0.5711				0.1509			
14-21	1,068	674	170	8.41%	0.6311	0.00%	1.6302%	0.00	0.1592	0.61%	1.1792%	0.52
22-29	2,638	1,600	436	20.77%	0.6065	2.46%	1.1369%	2.16	0.1653	0.00%	0.8224%	0.00
30-54	6,728	3,874	1,034	52.97%	0.5758	5.53%	0.8533%	6.48	0.1537	1.16%	0.6172%	1.88
55+	2,266	1,105	277	17.84%	0.4876	14.34%	1.2021%	11.93	0.1222	4.30%	0.8895%	4.95
All Race	12,701	7,253	1,917	100.00%	0.5711				0.1509			
American Indian	178	101	29	1.40%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	84	49	15	0.66%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	799	481	113	6.29%	0.6020	0.00%	1.8141%	0.00	0.1414	0.95%	1.3122%	0.72
Pacific Islander	33	21	10	0.26%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	10,874	6,187	1,641	85.62%	0.5690	3.30%	0.6712%	4.92	0.1509	0.00%	0.4855%	0.00
All Hispanic	12,701	7,253	1,917	100.00%	0.5711				0.1509			
Hispanic	420	234	57	3.31%	0.5571	0.00%	3.4153%	0.00	0.1357	0.00%	2.4703%	0.00
n/a	5	1		0.04%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	12,701	7,253	1,917	100.00%	0.5711				0.1509			
Disabled	921	349	92	7.25%	0.3789	20.92%	1.6948%	12.34	0.0999	5.56%	1.2259%	4.54
Not Disabled	11,511	6,770	1,790	90.63%	0.5881	0.00%	0.6524%	0.00	0.1555	0.00%	0.4719%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	13,398	7,564	1,993	100.00%	56.46%		14.88%	
Male	7,447	4,214	1,053	55.58%	56.59%	Best	14.14%	89.52%
Female	5,951	3,350	940	44.42%	56.29%	99.48%	15.80%	Best
All Age	13,398	7,564	1,993	100.00%	56.46%		14.88%	
14-21	1,353	795	211	10.10%	58.76%	97.24%	15.59%	96.03%
22-29	2,734	1,652	444	20.41%	60.42%	Best	16.24%	Best
30-54	6,965	3,984	1,053	51.99%	57.20%	94.66%	15.12%	93.09%
55+	2,346	1,133	285	17.51%	48.29%	79.93%	12.15%	74.81%
All Race	13,398	7,564	1,993	100.00%	56.46%		14.88%	
American Indian	182	102	26	1.36%	Insuf Data	N/A	Insuf Data	N/A
Asian	84	48	15	0.63%	Insuf Data	N/A	Insuf Data	N/A
Black	877	512	116	6.55%	58.38%	Best	13.23%	88.31%
Pacific Islander	38	22	10	0.28%	Insuf Data	N/A	Insuf Data	N/A
White	11,384	6,418	1,705	84.97%	56.38%	96.57%	14.98%	Best
All Hispanic	13,398	7,564	1,993	100.00%	56.46%		14.88%	
Hispanic	440	234	60	3.28%	53.18%	94.03%	13.64%	91.69%
n/a	12,762	7,218	1,898	95.25%	56.56%	Best	14.87%	Best
All Disability	13,398	7,564	1,993	100.00%	56.46%		14.88%	
Disabled	367	134	32	2.74%	36.51%	64.04%	8.72%	57.94%
Not Disabled	13,031	7,430	1,961	97.26%	57.02%	Best	15.05%	Best

80% Rule EO Data Analysis Output:

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Wagner Peysers PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	13,398	7,564	1,993	100.00%	0.5646				0.1488			
Male	7,447	4,214	1,053	55.58%	0.5659	0.00%	0.8125%	0.00	0.1414	1.66%	0.5832%	2.84
Female	5,951	3,350	940	44.42%	0.5629	0.29%	0.8621%	0.34	0.1580	0.00%	0.6187%	0.00
All Age	13,398	7,564	1,993	100.00%	0.5646				0.1488			
14-21	1,353	795	211	10.10%	0.5876	1.67%	1.4731%	1.13	0.1559	0.64%	1.0572%	0.61
22-29	2,734	1,652	444	20.41%	0.6042	0.00%	1.1190%	0.00	0.1624	0.00%	0.8031%	0.00
30-54	6,965	3,984	1,053	51.99%	0.5720	3.22%	0.8402%	3.84	0.1512	1.12%	0.6030%	1.86
55+	2,346	1,133	285	17.51%	0.4829	12.13%	1.1836%	10.25	0.1215	4.09%	0.8494%	4.82
All Race	13,398	7,564	1,993	100.00%	0.5646				0.1488			
American Indian	182	102	26	1.36%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	84	48	15	0.63%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	877	512	116	6.55%	0.5838	0.00%	1.7375%	0.00	0.1323	1.75%	1.2470%	1.40
Pacific Islander	38	22	10	0.28%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	11,384	6,418	1,705	84.97%	0.5638	2.00%	0.6572%	3.05	0.1498	0.00%	0.4717%	0.00
All Hispanic	13,398	7,564	1,993	100.00%	0.5646				0.1488			
Hispanic	440	234	60	3.28%	0.5318	3.38%	2.4041%	1.40	0.1364	1.24%	1.7254%	0.72
n/a	12,762	7,218	1,898	95.25%	0.5656	0.00%	0.6207%	0.00	0.1487	0.00%	0.4455%	0.00
All Disability	13,398	7,564	1,993	100.00%	0.5646				0.1488			
Disabled	367	134	32	2.74%	0.3651	20.51%	2.6243%	7.81	0.0872	6.33%	1.8835%	3.36
Not Disabled	13,031	7,430	1,961	97.26%	0.5702	0.00%	0.6142%	0.00	0.1505	0.00%	0.4408%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Assessment Test	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Assessment Test Rate	Adverse Impact
All Gender	126	72	86	4	100.00%	57.14%		68.25%		3.17%	
Male	61	36	39	1	48.41%	59.02%	Best	63.93%	88.42%	1.64%	35.52%
Female	65	36	47	3	51.59%	55.38%	93.85%	72.31%	Best	4.62%	Best
All Age	126	72	86	4	100.00%	57.14%		68.25%		3.17%	
14-18	86	56	68		68.25%	65.12%	Best	79.07%	Best	0.00%	0.00%
19-21	38	16	18	4	30.16%	42.11%	64.66%	47.37%	59.91%	10.53%	Best
All Race	126	72	86	4	100.00%	57.14%		68.25%		3.17%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	1				0.79%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	5	2	4		3.97%	40.00%	68.13%	80.00%	Best	0.00%	0.00%
Pacific Islander	1				0.79%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	109	64	75	4	86.51%	58.72%	Best	68.81%	86.01%	3.67%	Best
All Hispanic	126	72	86	4	100.00%	57.14%		68.25%		3.17%	
Hispanic	9	5	4		7.14%	55.56%	Best	44.44%	Best	0.00%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	126	72	86	4	100.00%	57.14%		68.25%		3.17%	
Disabled	35	27	31		27.78%	77.14%	Best	88.57%	Best	0.00%	0.00%
Not Disabled	88	42	52	4	69.84%	47.73%	61.87%	59.09%	66.72%	4.55%	Best

80% Rule EO Data Analysis Output:

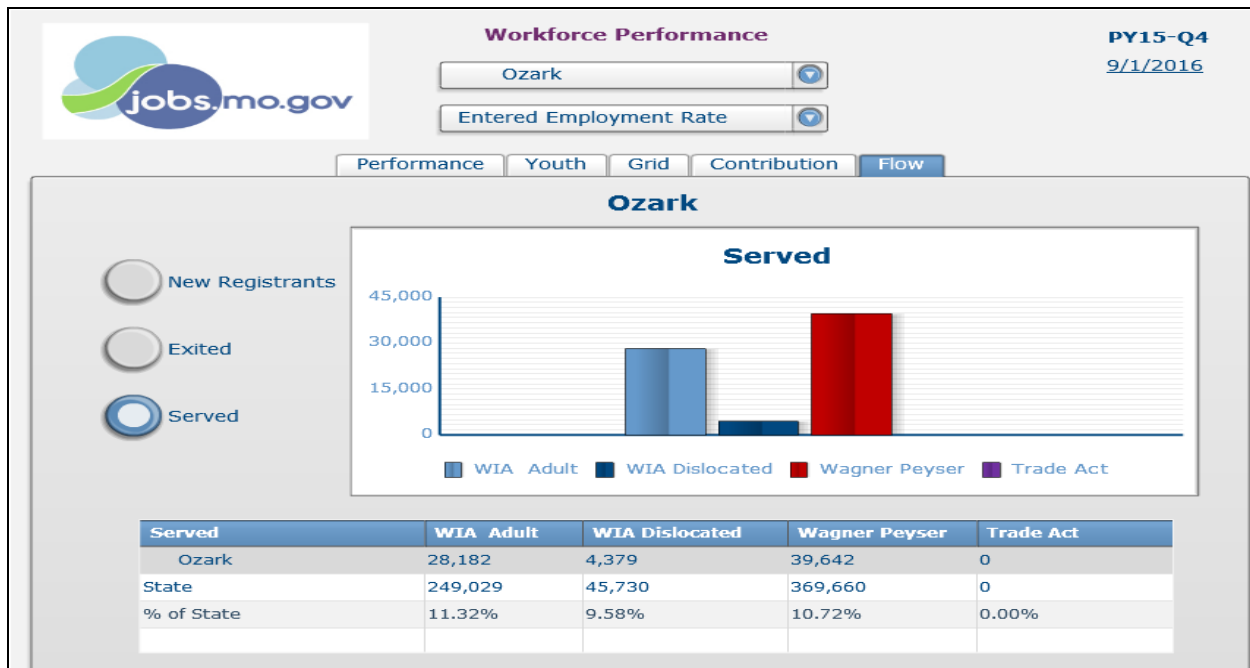
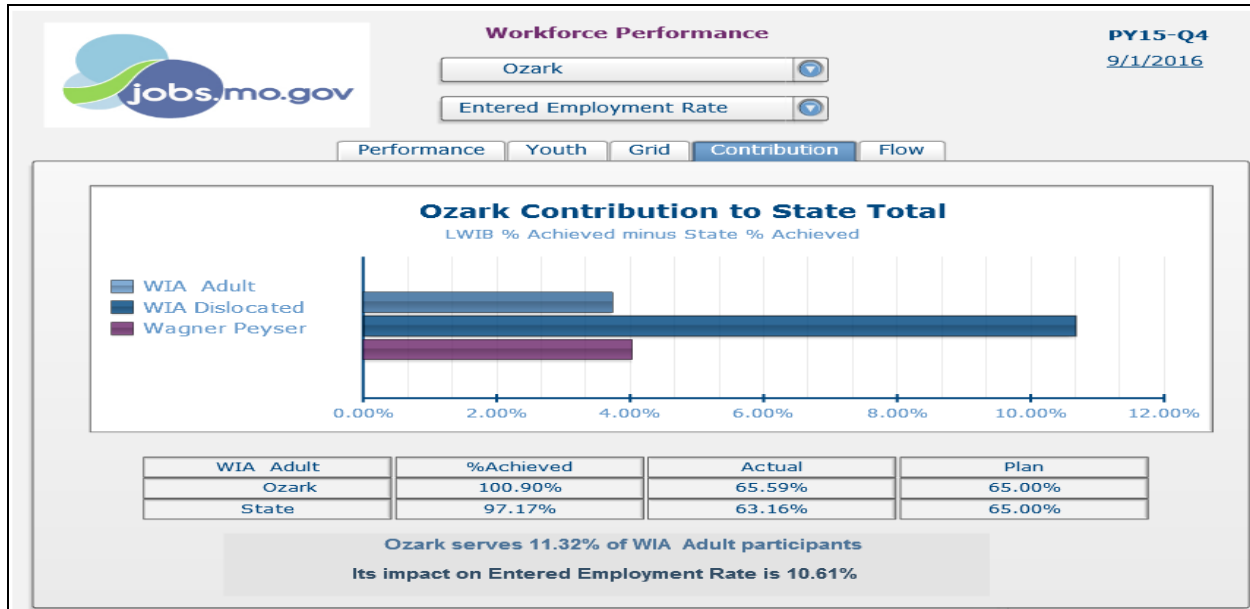
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WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	126	72	86	4	100%	0.5714				0.6825			
Male	61	36	39	1	48%	0.5902	0.00%	8.8218%	0.00	0.6393	8.37%	8.2980%	1.01
Female	65	36	47	3	52%	0.5538	3.63%	8.6806%	0.42	0.7231	0.00%	8.1652%	0.00
All Age	126	72	86	4	100%	0.5714				0.6825			
14-18	86	56	68		68%	0.6512	0.00%	7.5467%	0.00	0.7907	0.00%	7.0986%	0.00
19-21	38	16	18	4	30%	0.4211	23.01%	9.6397%	2.39	0.4737	31.70%	9.0673%	3.50
All Race	126	72	86	4	100%	0.5714				0.6825			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	1				1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	5	2	4		4%	0.4000	18.72%	22.6332%	0.83	0.8000	0.00%	21.2894%	0.00
Pacific Islander	1				1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	109	64	75	4	87%	0.5872	0.00%	6.7034%	0.00	0.6881	11.19%	6.3054%	1.78
All Hispanic	126	72	86	4	100%	0.5714				0.6825			
Hispanic	9	5	4		7%	0.5556	0.00%	23.3285%	0.00	0.4444	0.00%	21.9433%	0.00
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	126	72	86	4	100%	0.5714				0.6825			
Disabled	35	27	31		28%	0.7714	0.00%	9.8894%	0.00	0.8857	0.00%	9.3022%	0.00
Not Disabled	88	42	52	4	70%	0.4773	29.42%	7.4605%	3.94	0.5909	29.48%	7.0175%	4.20

2.0 Standard Deviation Test EO Data Analysis Output:

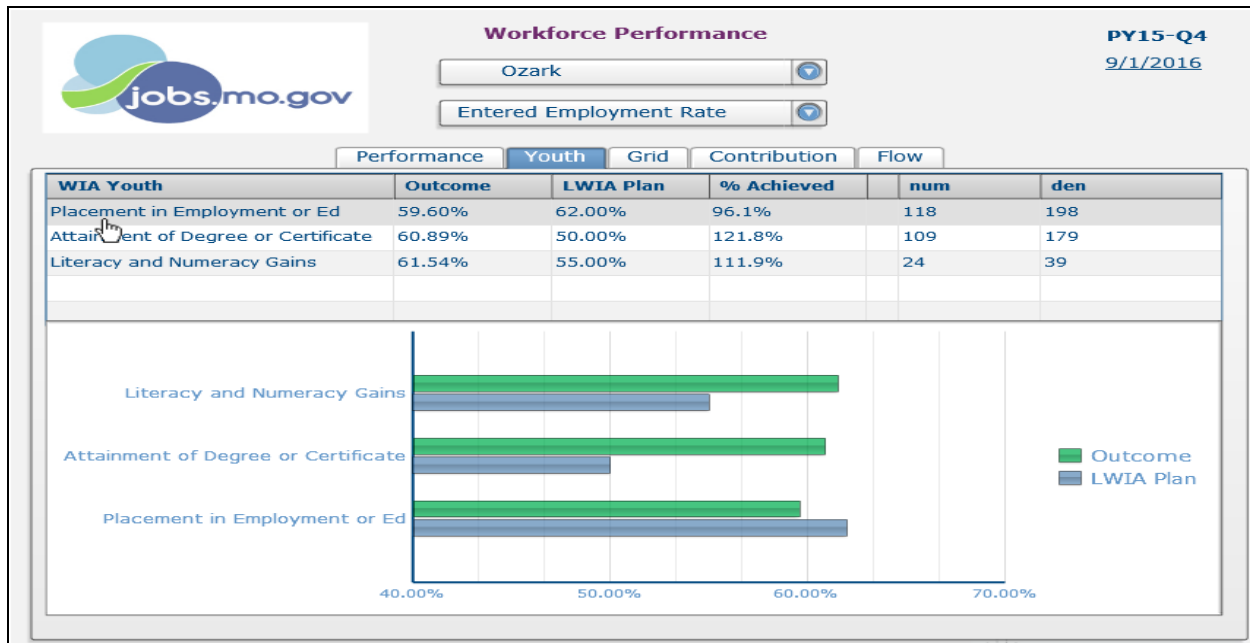
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Snapshot showing Ozark Region Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

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Source: Captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Continue providing more access point to the region's programs like through the WDB website, Social Media, Mobile Job Center Units which even allows high school students in surrounding counties to take the National Career Readiness test to earn a bronze, silver, gold, or platinum National Career Readiness Certificate (NCRC).
- Enhancing more Staff participation in Business2Business events, attend events sponsored by the Springfield Area Chamber of Commerce and provide direct assistance to local business in recruitment, testing, job postings, conduct of job fairs, etc. and serves as a resource for legal postings and basic information on employment law.
- Placing emphasis on employer and sector-specific business engagement, involving in survey data collection and analysis which led to hosting Roundtable Discussion at the Job Center to focus specifically on the needs of employers in high-demand industries, such as; IT, Manufacturing, Construction, and Healthcare.

SOUTH CENTRAL REGION

The South Central Region is comprised of twelve (12) counties in rural south central Missouri. They are Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, and Wright. South Central Workforce development Board is a private non-profit run by a volunteer board of directors. In Program Year 2014(PY14), the region had two sub-contractors; Ozark Action, Inc. and South Central Missouri Community.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA ANALYSIS REPORTING STEPS

South Central region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

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Step 6: Justify or take mitigating actions

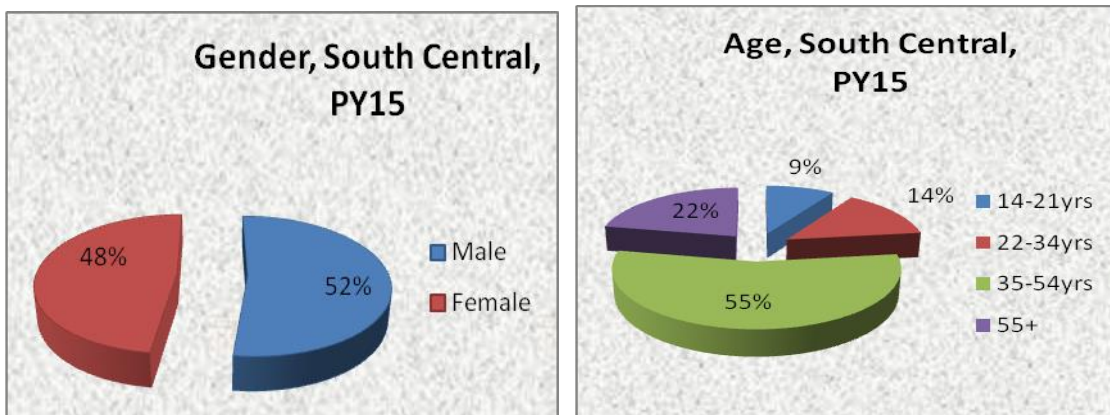
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

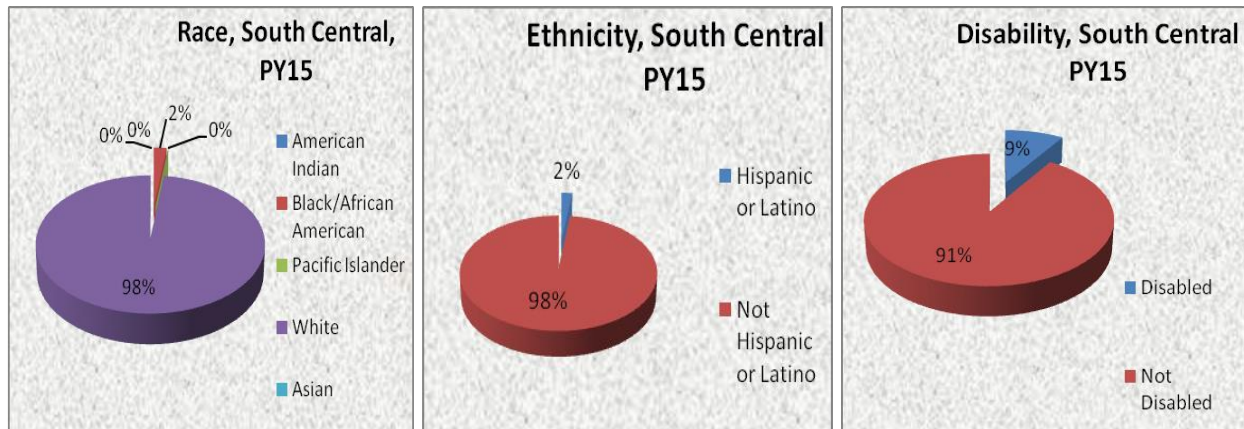
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,689	2,344	689	100.00%	49.99%		14.69%	
Male	2,576	1,217	330	54.94%	47.24%	88.61%	12.81%	75.36%
Female	2,112	1,126	359	45.04%	53.31%	Best	17.00%	Best
All Age	4,689	2,344	689	100.00%	49.99%		14.69%	
14-21	456	265	72	9.72%	58.11%	Best	15.79%	97.88%
22-29	1,060	573	171	22.61%	54.06%	93.02%	16.13%	Best
30-54	2,547	1,269	391	54.32%	49.82%	85.73%	15.35%	95.16%
55+	626	237	55	13.35%	37.86%	65.15%	8.79%	54.46%
All Race	4,689	2,344	689	100.00%	49.99%		14.69%	
American Indian	54	18	3	1.15%	Insuf Data	N/A	Insuf Data	N/A
Asian	14	6	2	0.30%	Insuf Data	N/A	Insuf Data	N/A
Black	308	159	44	6.57%	51.62%	Best	14.29%	95.52%
Pacific Islander	6	3	1	0.13%	Insuf Data	N/A	Insuf Data	N/A
White	4,092	2,048	612	87.27%	50.05%	96.95%	14.96%	Best
Other	215	110	27	4.59%	51.16%	99.11%	12.56%	83.97%
All Hispanic	4,689	2,344	689	100.00%	49.99%		14.69%	
Hispanic	83	44	12	1.77%	Insuf Data	N/A	Insuf Data	N/A
n/a	2	1		0.04%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,689	2,344	689	100.00%	49.99%		14.69%	
Disabled	307	107	23	6.55%	34.85%	68.12%	7.49%	49.26%
Not Disabled	4,300	2,200	654	91.70%	51.16%	Best	15.21%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,689	2,344	689	100.00%	0.4999				0.1469			
Male	2,576	1,217	330	54.94%	0.4724	6.07%	1.3932%	4.36	0.1281	4.19%	0.9865%	4.24
Female	2,112	1,126	359	45.04%	0.5331	0.00%	1.4677%	0.00	0.1700	0.00%	1.0393%	0.00
All Age	4,689	2,344	689	100.00%	0.4999				0.1469			
14-21	456	265	72	9.72%	0.5811	0.00%	2.5424%	0.00	0.1579	0.34%	1.8003%	0.19
22-29	1,060	573	171	22.61%	0.5406	4.06%	1.8276%	2.22	0.1613	0.00%	1.2941%	0.00
30-54	2,547	1,269	391	54.32%	0.4982	8.29%	1.4011%	5.92	0.1535	0.78%	0.9921%	0.79
55+	626	237	55	13.35%	0.3786	20.25%	2.2305%	9.08	0.0879	7.35%	1.5794%	4.65
All Race	4,689	2,344	689	100.00%	0.4999				0.1469			
American Indian	54	18	3	1.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	14	6	2	0.30%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	308	159	44	6.57%	0.5162	0.00%	2.9543%	0.00	0.1429	0.67%	2.0919%	0.32
Pacific Islander	6	3	1	0.13%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,092	2,048	612	87.27%	0.5005	1.57%	1.1054%	1.42	0.1496	0.00%	0.7827%	0.00
All Hispanic	4,689	2,344	689	100.00%	0.4999				0.1469			
Hispanic	83	44	12	1.77%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	2	1		0.04%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,689	2,344	689	100.00%	0.4999				0.1469			
Disabled	307	107	23	6.55%	0.3485	16.31%	2.9538%	5.52	0.0749	7.72%	2.0915%	3.69
Not Disabled	4,300	2,200	654	91.70%	0.5116	0.00%	1.0783%	0.00	0.1521	0.00%	0.7636%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,091	2,515	742	100.00%	49.40%		14.57%	
Male	2,804	1,314	365	55.08%	46.86%	89.24%	13.02%	78.97%
Female	2,287	1,201	377	44.92%	52.51%	Best	16.48%	Best
All Age	5,091	2,515	742	100.00%	49.40%		14.57%	
14-21	600	334	110	11.79%	55.67%	Best	18.33%	Best
22-29	1,109	595	174	21.78%	53.65%	96.38%	15.69%	85.58%
30-54	2,708	1,336	402	53.19%	49.34%	88.63%	14.84%	80.97%
55+	673	250	56	13.22%	37.15%	66.73%	8.32%	45.39%
All Race	5,091	2,515	742	100.00%	49.40%		14.57%	
American Indian	55	19	4	1.08%	Insuf Data	N/A	Insuf Data	N/A
Asian	16	8	2	0.31%	Insuf Data	N/A	Insuf Data	N/A
Black	324	161	46	6.36%	49.69%	Best	14.20%	95.25%
Pacific Islander	8	3	1	0.16%	Insuf Data	N/A	Insuf Data	N/A
White	4,421	2,191	659	86.84%	49.56%	99.73%	14.91%	Best
All Hispanic	5,091	2,515	742	100.00%	49.40%		14.57%	
Hispanic	97	48	11	1.91%	Insuf Data	N/A	Insuf Data	N/A
n/a	4,923	2,430	718	96.70%	49.36%	Best	14.58%	Best
All Disability	5,091	2,515	742	100.00%	49.40%		14.57%	
Disabled	59	19	4	1.16%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	5,032	2,496	738	98.84%	49.60%	Best	14.67%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,091	2,515	742	100.00%	0.4940				0.1457			
Male	2,804	1,314	365	55.08%	0.4686	5.65%	1.3353%	4.23	0.1302	3.47%	0.9424%	3.68
Female	2,287	1,201	377	44.92%	0.5251	0.00%	1.4087%	0.00	0.1648	0.00%	0.9942%	0.00
All Age	5,091	2,515	742	100.00%	0.4940				0.1457			
14-21	600	334	110	11.79%	0.5567	0.00%	2.2559%	0.00	0.1833	0.00%	1.5921%	0.00
22-29	1,109	595	174	21.78%	0.5365	2.01%	1.7824%	1.13	0.1569	2.64%	1.2580%	2.10
30-54	2,708	1,336	402	53.19%	0.4934	6.33%	1.3587%	4.66	0.1484	3.49%	0.9589%	3.64
55+	673	250	56	13.22%	0.3715	18.52%	2.1534%	8.60	0.0832	10.01%	1.5198%	6.59
All Race	5,091	2,515	742	100.00%	0.4940				0.1457			
American Indian	55	19	4	1.08%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	16	8	2	0.31%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	324	161	46	6.36%	0.4969	0.00%	2.8776%	0.00	0.1420	0.71%	2.0309%	0.35
Pacific Islander	8	3	1	0.16%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,421	2,191	659	86.84%	0.4956	0.13%	1.0634%	0.12	0.1491	0.00%	0.7505%	0.00
All Hispanic	5,091	2,515	742	100.00%	0.4940				0.1457			
Hispanic	97	48	11	1.91%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	4,923	2,430	718	96.70%	0.4936	0.00%	1.0077%	0.00	0.1458	0.00%	0.7112%	0.00
All Disability	5,091	2,515	742	100.00%	0.4940				0.1457			
Disabled	59	19	4	1.16%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	5,032	2,496	738	98.84%	0.4960	0.00%	0.9967%	0.00	0.1467	0.00%	0.7035%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

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WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	46	18	15	17	100.00%	39.13%		32.61%		36.96%	
Male	16	7	7	5	34.78%	43.75%	Best	43.75%	Best	31.25%	78.13%
Female	30	11	8	12	65.22%	36.67%	83.81%	26.67%	60.95%	40.00%	Best
All Age	46	18	15	17	100.00%	39.13%		32.61%		36.96%	
14-18	21	14	14	13	45.65%	66.67%	Best	66.67%	Best	61.90%	Best
19-21	20	4	1	3	43.48%	20.00%	30.00%	5.00%	7.50%	15.00%	24.23%
All Race	46	18	15	17	100.00%	39.13%		32.61%		36.96%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	2	1	1		4.35%	50.00%	Best	50.00%	Best	0.00%	0.00%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	44	17	14	17	95.65%	38.64%	77.27%	31.82%	63.64%	38.64%	Best
All Hispanic	46	18	15	17	100.00%	39.13%		32.61%		36.96%	
Hispanic					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	46	18	15	17	100.00%	39.13%		32.61%		36.96%	
Disabled	1	1	1	1	2.17%	100.00%	Best	100.00%	Best	100.00%	Best
Not Disabled	45	17	14	16	97.83%	37.78%	37.78%	31.11%	31.11%	35.56%	35.56%

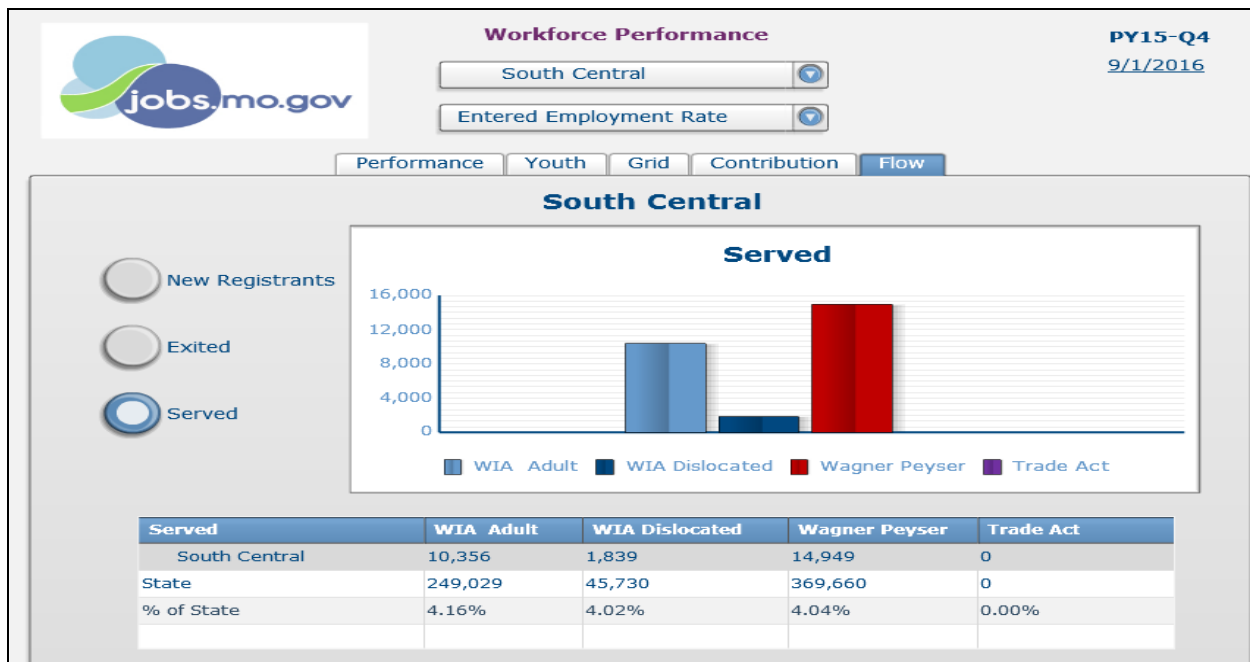
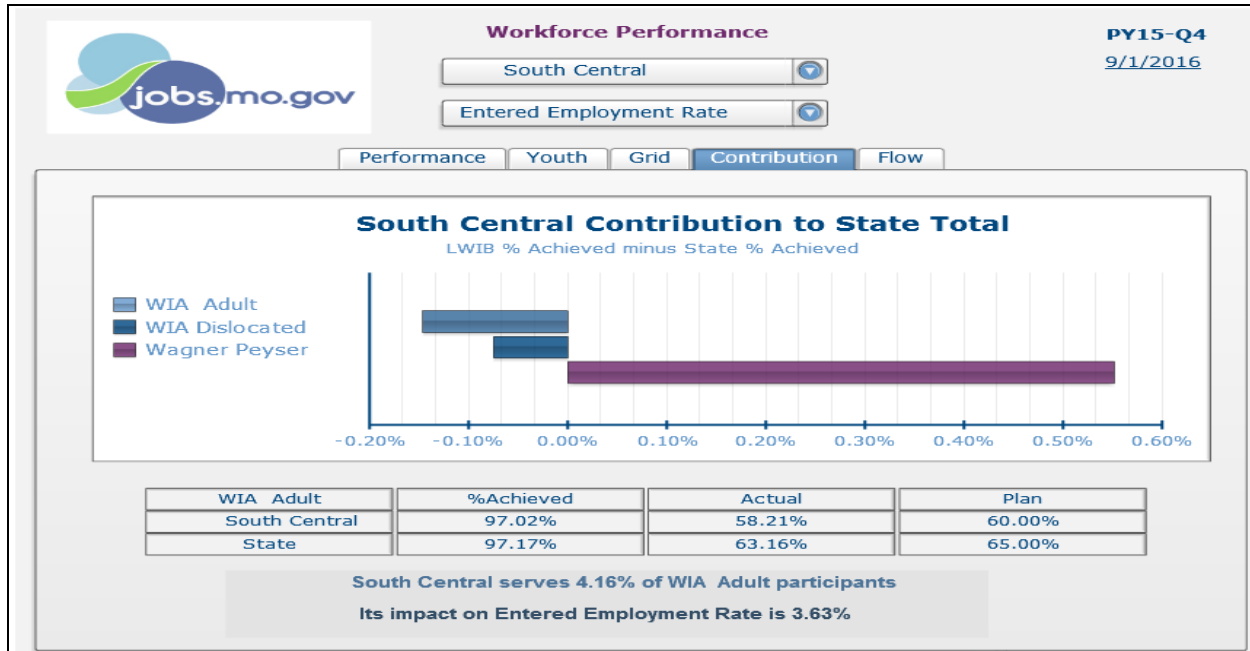
80% Rule EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	46	18	15	17	100%	0.3913				0.3261			
Male	16	7	7	5	35%	0.4375	0.00%	15.1083%	0.00	0.4375	0.00%	14.5120%	0.00
Female	30	11	8	12	65%	0.3667	7.08%	12.6012%	0.56	0.2667	17.08%	12.1038%	1.41
All Age	46	18	15	17	100%	0.3913				0.3261			
14-18	21	14	14	13	46%	0.6667	0.00%	15.0613%	0.00	0.6667	0.00%	14.4669%	0.00
19-21	20	4	1	3	43%	0.2000	46.67%	15.2484%	3.06	0.0500	61.67%	14.6466%	4.21
All Race	46	18	15	17	100%	0.3913				0.3261			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	2	1	1		4%	0.5000	0.00%	35.2854%	0.00	0.5000	0.00%	33.8927%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	44	17	14	17	96%	0.3864	11.36%	10.4051%	1.09	0.3182	18.18%	9.9944%	1.82
All Hispanic	46	18	15	17	100%	0.3913				0.3261			
Hispanic					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	46	18	15	17	100%	0.3913				0.3261			
Disabled	1	1	1	1	2%	1.0000	0.00%	49.3435%	0.00	1.0000	0.00%	47.3960%	0.00
Not Disabled	45	17	14	16	98%	0.3778	62.22%	10.2888%	6.05	0.3111	68.89%	9.8827%	6.97

2.0 Standard Deviation Test EO Data Analysis Output:

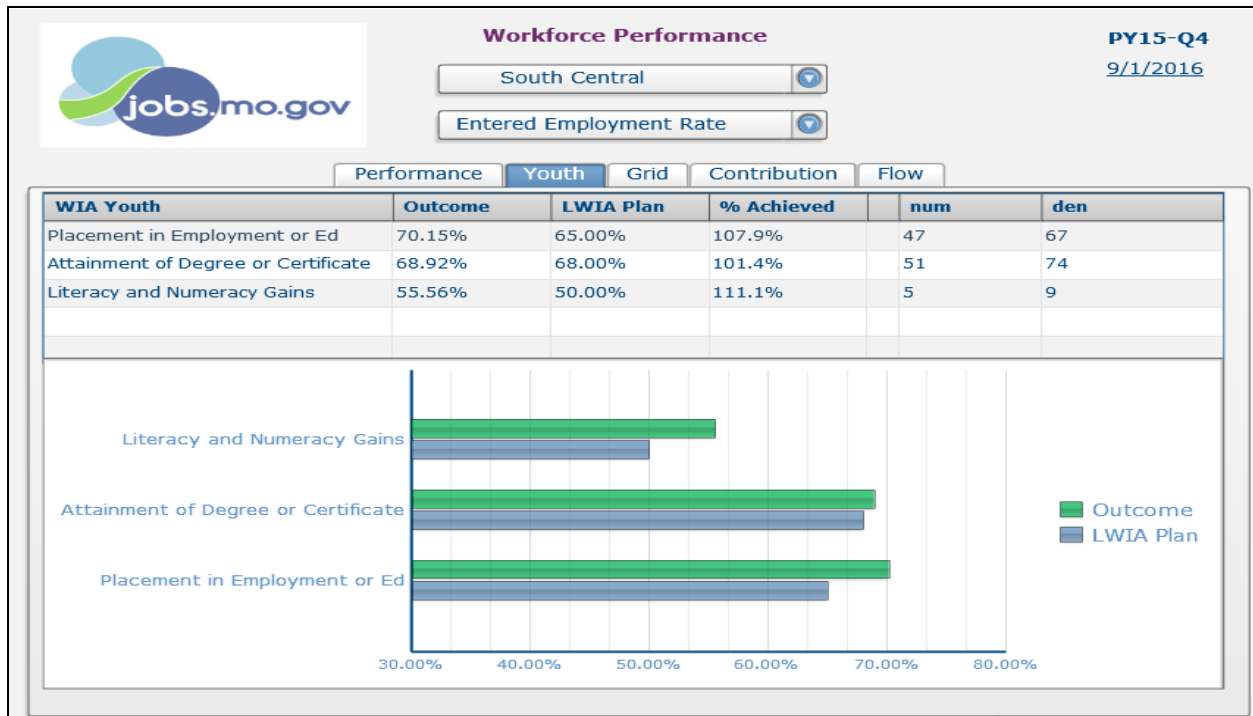
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Snapshot showing South Central Region Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



Source: Captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Enhancing Partnership with other agencies within the region; staff will continue attending more community based meetings with other departments.
- Increasing in involvement of social media including Twitter and Facebook; marketing services provided or offered by the Job Center.

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Increasing partnership and awareness regarding serving individual with disability. As part of achieving this, staff from the area Independent Living Centers serve on the region's Workforce Development Board, Alliance for Equal Access committee, and each of our Job Center's Leadership Teams.
- Enhancing more varieties of marketing strategies to provide services equally to all customers/clients in the region.

SOUTHEAST REGION

The Southeast Region is made up of 13 counties that include Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, St. Francois, Ste. Genevieve, Scott and Stoddard. The Workforce Development Board of Southeast Missouri is comprised of 27 voting board members, 3 non-voting members, and 13 Commissioners. The region has developed Next Generation Career Center team approach to service delivery which provides a quality level of integrated services and products, as this model focuses on service to the customer.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIOA as defined in 29 CFR part 38 are carried being out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Southeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

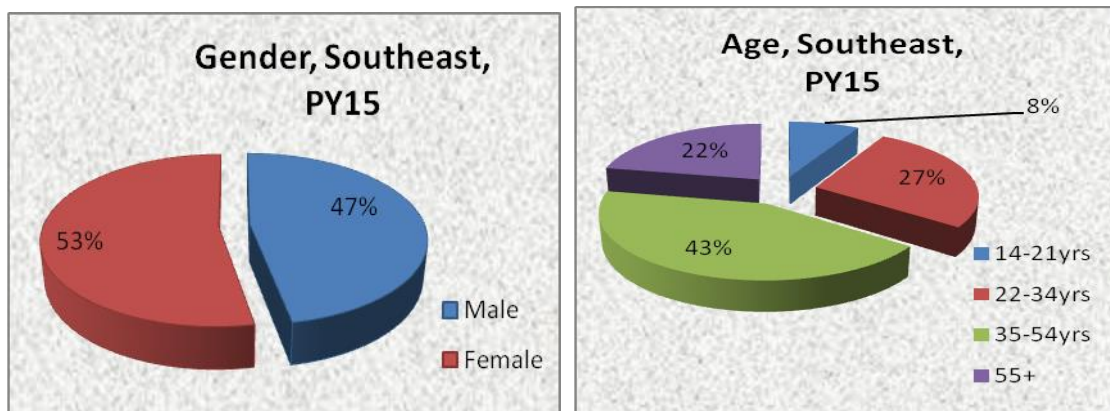
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

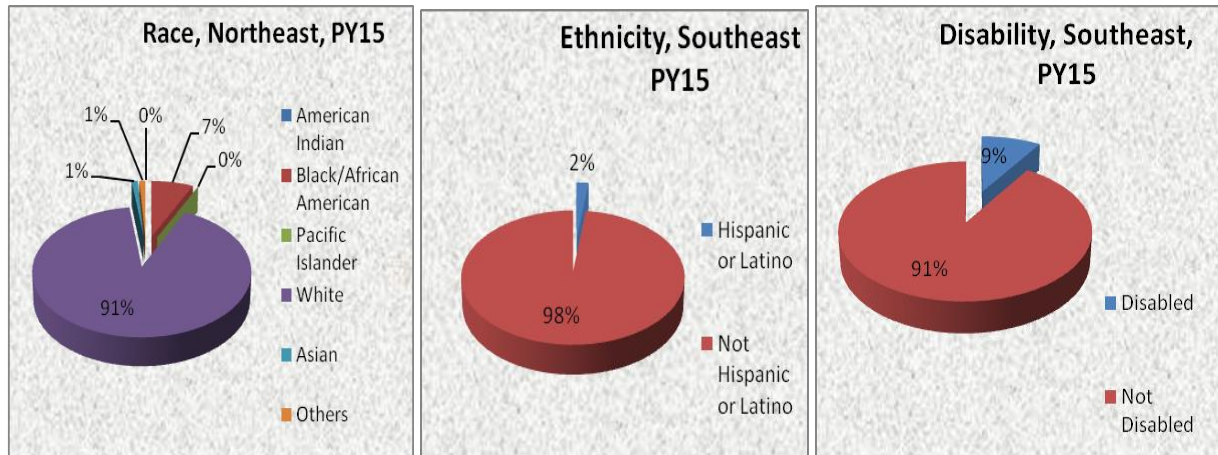
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	13,167	6,932	2,019	100.00%	52.65%		15.33%	
Male	7,711	3,973	1,154	58.56%	51.52%	94.92%	14.97%	94.31%
Female	5,451	2,959	865	41.40%	54.28%	Best	15.87%	Best
All Age	13,167	6,932	2,019	100.00%	52.65%		15.33%	
14-21	1,915	1,020	366	14.54%	53.26%	94.20%	19.11%	Best
22-29	3,346	1,892	566	25.41%	56.55%	Best	16.92%	88.51%
30-54	6,575	3,464	961	49.94%	52.68%	93.17%	14.62%	76.47%
55+	1,331	556	126	10.11%	41.77%	73.88%	9.47%	49.53%
All Race	13,167	6,932	2,019	100.00%	52.65%		15.33%	
American Indian	81	42	10	0.62%	Insuf Data	N/A	Insuf Data	N/A
Asian	23	15	3	0.17%	Insuf Data	N/A	Insuf Data	N/A
Black	3,067	1,713	573	23.29%	55.85%	Best	18.68%	Best
Pacific Islander	11	8	1	0.08%	Insuf Data	N/A	Insuf Data	N/A
White	9,450	4,886	1,363	71.77%	51.70%	92.57%	14.42%	77.20%
Other	535	268	69	4.06%	50.09%	89.69%	12.90%	69.03%
All Hispanic	13,167	6,932	2,019	100.00%	52.65%		15.33%	
Hispanic	291	143	30	2.21%	49.14%	Best	10.31%	Best
n/a	2	1		0.02%	Insuf Data	N/A	Insuf Data	N/A
All Disability	13,167	6,932	2,019	100.00%	52.65%		15.33%	
Disabled	679	240	79	5.16%	35.35%	65.70%	11.63%	74.83%
Not Disabled	12,284	6,609	1,910	93.29%	53.80%	Best	15.55%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	13,167	6,932	2,019	100.00%	0.5265				0.1533			
Male	7,711	3,973	1,154	58.56%	0.5152	2.76%	0.8041%	3.43	0.1497	0.90%	0.5803%	1.56
Female	5,451	2,959	865	41.40%	0.5428	0.00%	0.8835%	0.00	0.1587	0.00%	0.6376%	0.00
All Age	13,167	6,932	2,019	100.00%	0.5265				0.1533			
14-21	1,915	1,020	366	14.54%	0.5326	3.28%	1.2965%	2.53	0.1911	0.00%	0.9356%	0.00
22-29	3,346	1,892	566	25.41%	0.5655	0.00%	1.0603%	0.00	0.1692	2.20%	0.7652%	2.87
30-54	6,575	3,464	961	49.94%	0.5268	3.86%	0.8708%	4.43	0.1462	4.50%	0.6284%	7.15
55+	1,331	556	126	10.11%	0.4177	14.77%	1.5007%	9.84	0.0947	9.65%	1.0830%	8.91
All Race	13,167	6,932	2,019	100.00%	0.5265				0.1533			
American Indian	81	42	10	0.62%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	23	15	3	0.17%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	3,067	1,713	573	23.29%	0.5585	0.00%	1.0376%	0.00	0.1868	0.00%	0.7488%	0.00
Pacific Islander	11	8	1	0.08%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	9,450	4,886	1,363	71.77%	0.5170	4.15%	0.7264%	5.71	0.1442	4.26%	0.5242%	8.13
All Hispanic	13,167	6,932	2,019	100.00%	0.5265				0.1533			
Hispanic	291	143	30	2.21%	0.4914	0.00%	4.1393%	0.00	0.1031	0.00%	2.9871%	0.00
n/a	2	1		0.02%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	13,167	6,932	2,019	100.00%	0.5265				0.1533			
Disabled	679	240	79	5.16%	0.3535	18.46%	1.9684%	9.38	0.1163	3.91%	1.4205%	2.76
Not Disabled	12,284	6,609	1,910	93.29%	0.5380	0.00%	0.6371%	0.00	0.1555	0.00%	0.4598%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	14,705	7,630	2,209	100.00%	51.89%		15.02%	
Male	8,631	4,363	1,244	58.69%	50.55%	93.98%	14.41%	90.72%
Female	6,074	3,267	965	41.31%	53.79%	Best	15.89%	Best
All Age	14,705	7,630	2,209	100.00%	51.89%		15.02%	
14-21	2,346	1,153	406	15.95%	49.15%	87.57%	17.31%	Best
22-29	3,765	2,113	623	25.60%	56.12%	Best	16.55%	95.61%
30-54	7,125	3,752	1,042	48.45%	52.66%	93.83%	14.62%	84.51%
55+	1,469	612	138	9.99%	41.66%	74.23%	9.39%	54.28%
All Race	14,705	7,630	2,209	100.00%	51.89%		15.02%	
American Indian	92	43	10	0.63%	Insuf Data	N/A	Insuf Data	N/A
Asian	33	16	3	0.22%	Insuf Data	N/A	Insuf Data	N/A
Black	3,454	1,891	628	23.49%	54.75%	Best	18.18%	Best
Pacific Islander	13	9	1	0.09%	Insuf Data	N/A	Insuf Data	N/A
White	10,445	5,345	1,481	71.03%	51.17%	93.47%	14.18%	77.98%
All Hispanic	14,705	7,630	2,209	100.00%	51.89%		15.02%	
Hispanic	326	157	34	2.22%	48.16%	92.53%	10.43%	68.80%
n/a	14,189	7,385	2,151	96.49%	52.05%	Best	15.16%	Best
All Disability	14,705	7,630	2,209	100.00%	51.89%		15.02%	
Disabled	151	49	17	1.03%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	14,554	7,581	2,192	98.97%	52.09%	Best	15.06%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	14,705	7,630	2,209	100.00%	0.5189				0.1502			
Male	8,631	4,363	1,244	58.69%	0.5055	3.24%	0.7606%	4.26	0.1441	1.47%	0.5439%	2.71
Female	6,074	3,267	965	41.31%	0.5379	0.00%	0.8368%	0.00	0.1589	0.00%	0.5984%	0.00
All Age	14,705	7,630	2,209	100.00%	0.5189				0.1502			
14-21	2,346	1,153	406	15.95%	0.4915	6.97%	1.1893%	5.86	0.1731	0.00%	0.8505%	0.00
22-29	3,765	2,113	623	25.60%	0.5612	0.00%	1.0067%	0.00	0.1655	0.76%	0.7199%	1.05
30-54	7,125	3,752	1,042	48.45%	0.5266	3.46%	0.8371%	4.14	0.1462	2.68%	0.5986%	4.48
55+	1,469	612	138	9.99%	0.4166	14.46%	1.4317%	10.10	0.0939	7.91%	1.0238%	7.73
All Race	14,705	7,630	2,209	100.00%	0.5189				0.1502			
American Indian	92	43	10	0.63%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	33	16	3	0.22%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	3,454	1,891	628	23.49%	0.5475	0.00%	0.9807%	0.00	0.1818	0.00%	0.7013%	0.00
Pacific Islander	13	9	1	0.09%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	10,445	5,345	1,481	71.03%	0.5117	3.58%	0.6914%	5.17	0.1418	4.00%	0.4944%	8.10
All Hispanic	14,705	7,630	2,209	100.00%	0.5189				0.1502			
Hispanic	326	157	34	2.22%	0.4816	3.89%	2.7989%	1.39	0.1043	4.73%	2.0014%	2.36
n/a	14,189	7,385	2,151	96.49%	0.5205	0.00%	0.5932%	0.00	0.1516	0.00%	0.4242%	0.00
All Disability	14,705	7,630	2,209	100.00%	0.5189				0.1502			
Disabled	151	49	17	1.03%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	14,554	7,581	2,192	98.97%	0.5209	0.00%	0.5857%	0.00	0.1506	0.00%	0.4188%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	44	7	25	12	100.00%	15.91%		56.82%			
Male	17	1	10	5	38.64%	5.88%	26.47%	58.82%	Best	29.41%	Best
Female	27	6	15	7	61.36%	22.22%	Best	55.56%	94.44%	25.93%	88.15%
All Age	44	7	25	12	100.00%	15.91%		56.82%		27.27%	
14-18	24	2	10	10	54.55%	8.33%	33.33%	41.67%	55.56%	41.67%	Best
19-21	20	5	15	2	45.45%	25.00%	Best	75.00%	Best	10.00%	24.00%
All Race	44	7	25	12	100.00%	15.91%		56.82%		27.27%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	6	1	4	2	13.64%	16.67%	Best	66.67%	Best	33.33%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	35	5	20	9	79.55%	14.29%	85.71%	57.14%	85.71%	25.71%	77.14%
All Hispanic	44	7	25	12	100.00%	15.91%		56.82%		27.27%	
Hispanic					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a	1	1	1		2.27%	100.00%	Best	100.00%	Best	0.00%	Best
All Disability	44	7	25	12	100.00%	15.91%		56.82%		27.27%	
Disabled	1		1	1	2.27%	0.00%	0.00%	100.00%	Best	100.00%	Best
Not Disabled	43	7	24	11	97.73%	16.28%	Best	55.81%	55.81%	25.58%	25.58%

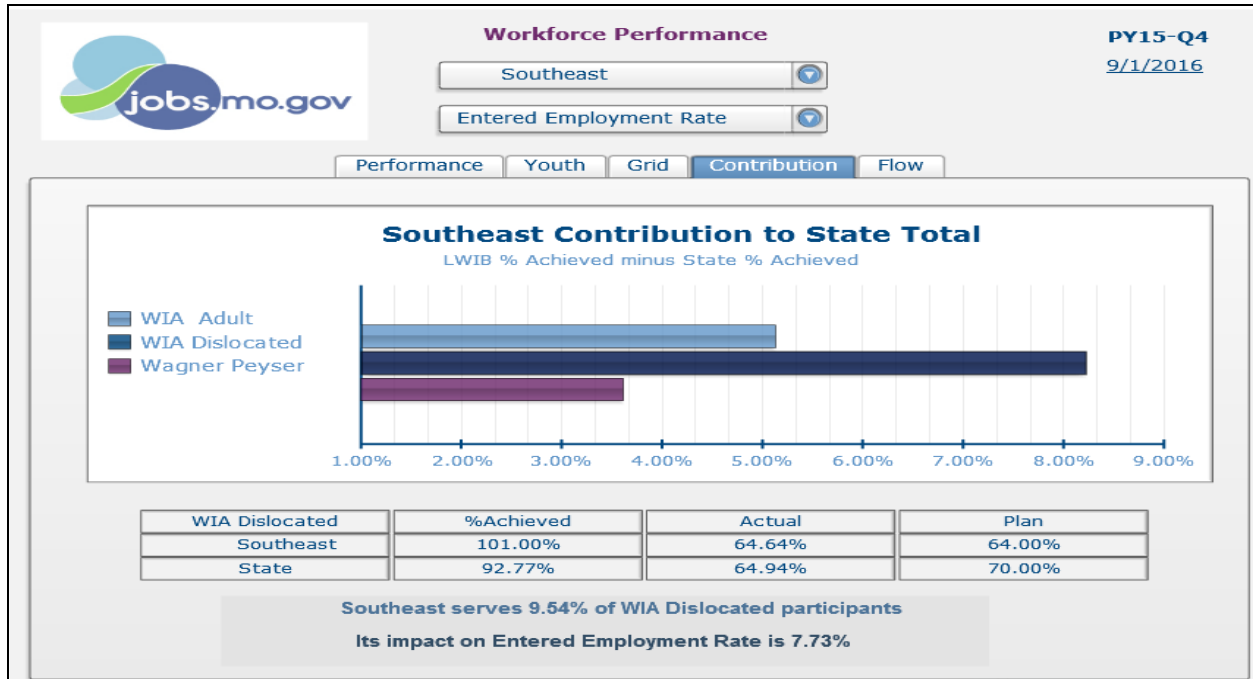
80% Rule EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	44	7	25	12	100%	0.1591				0.5682			
Male	17	1	10	5	39%	0.0588	16.34%	11.3245%	1.44	0.5882	0.00%	15.3361%	0.00
Female	27	6	15	7	61%	0.2222	0.00%	9.9547%	0.00	0.5556	3.27%	13.4812%	0.24
All Age	44	7	25	12	100%	0.1591				0.5682			
14-18	24	2	10	10	55%	0.0833	16.67%	10.5586%	1.58	0.4167	33.33%	14.2989%	2.33
19-21	20	5	15	2	45%	0.2500	0.00%	11.0740%	0.00	0.7500	0.00%	14.9968%	0.00
All Race	44	7	25	12	100%	0.1591				0.5682			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	6	1	4	2	14%	0.1667	0.00%	16.1614%	0.00	0.6667	0.00%	21.8865%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	35	5	20	9	80%	0.1429	2.38%	8.7434%	0.27	0.5714	9.52%	11.8406%	0.80
All Hispanic	44	7	25	12	100%	0.1591				0.5682			
Hispanic					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	1	1	1		2%	1.0000	0.00%	51.7264%	0.00	1.0000	0.00%	70.0502%	0.00
All Disability	44	7	25	12	100%	0.1591				0.5682			
Disabled	1		1	1	2%	0.0000	N/A	N/A	N/A	1.0000	0.00%	50.1056%	0.00
Not Disabled	43	7	24	11	98%	0.1628	0.00%	7.8882%	0.00	0.5581	44.19%	10.6825%	4.14

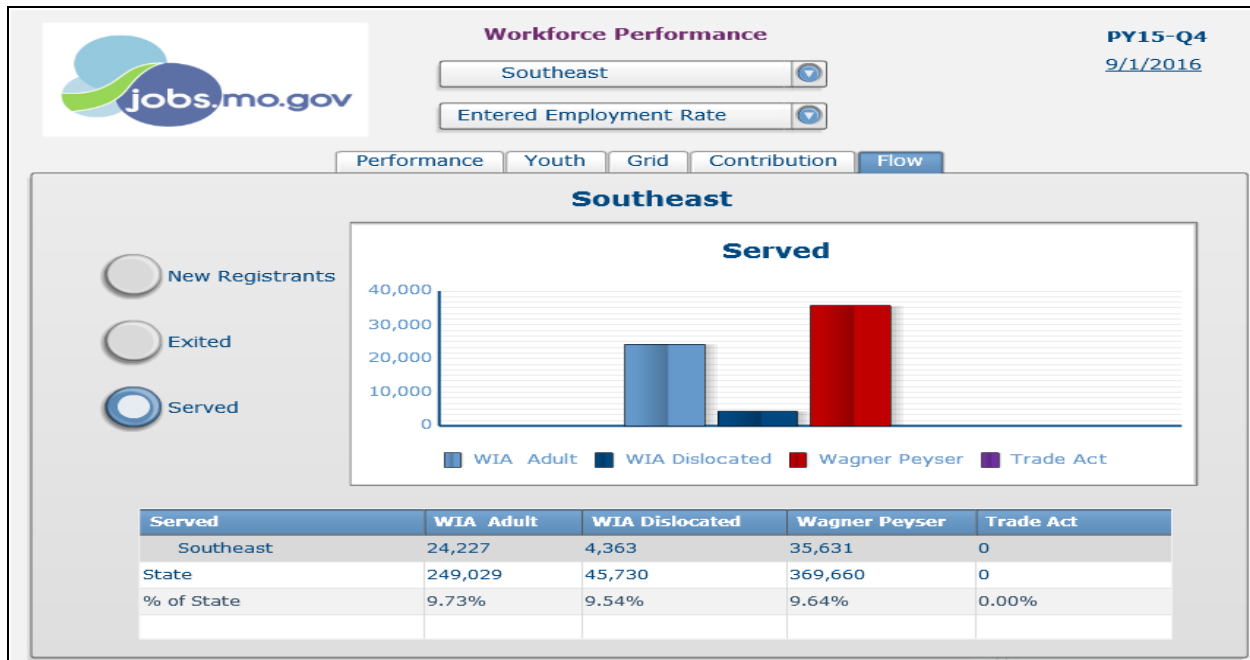
2.0 Standard Deviation Test EO Data Analysis Output:

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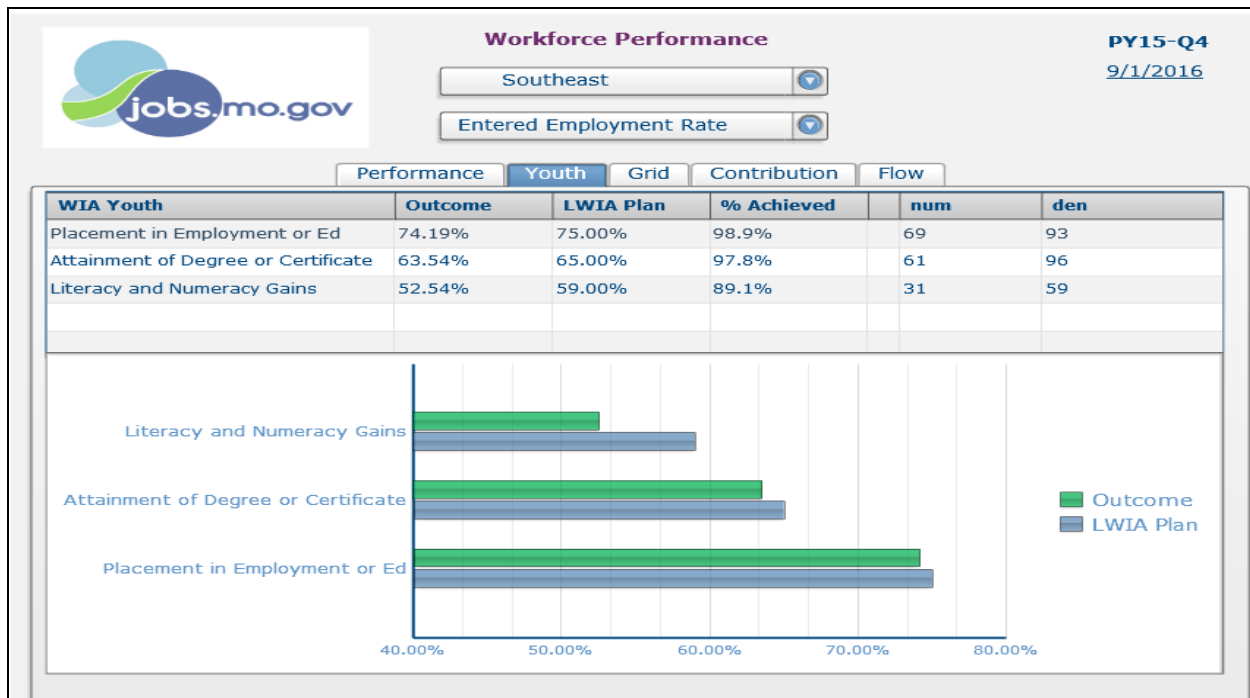
Snapshot showing Southeast Region Workforce Performance to State Total in Entered Employment Rate:



Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



Source: Captured from the MoPerforms database system.



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REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Increasing partnership and awareness regarding serving individual with disability. As part of achieving this, staff from the area Independent Living Centers serve on the region's Workforce Development Board, Alliance for Equal Access committee, and each of our Job Center's Leadership Teams.
- Enhancing more varieties of marketing strategies to provide services equally to all customers/clients in the region.

SOUTHWEST REGION

The Southwest Region is situated in the southwest corner of the State of Missouri and is comprised of seven counties, Jasper, Newton, Barton, Lawrence, Dade, Barry and McDonald. The region is home to one comprehensive Job Center in the City of Joplin and two non-comprehensive Centers, located in Neosho and Monett.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Southwest region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

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Step 6: Justify or take mitigating actions

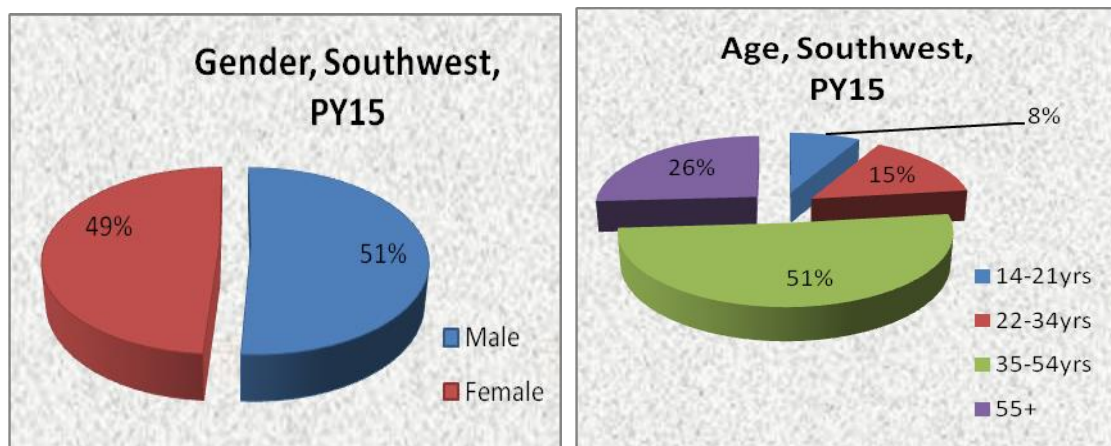
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

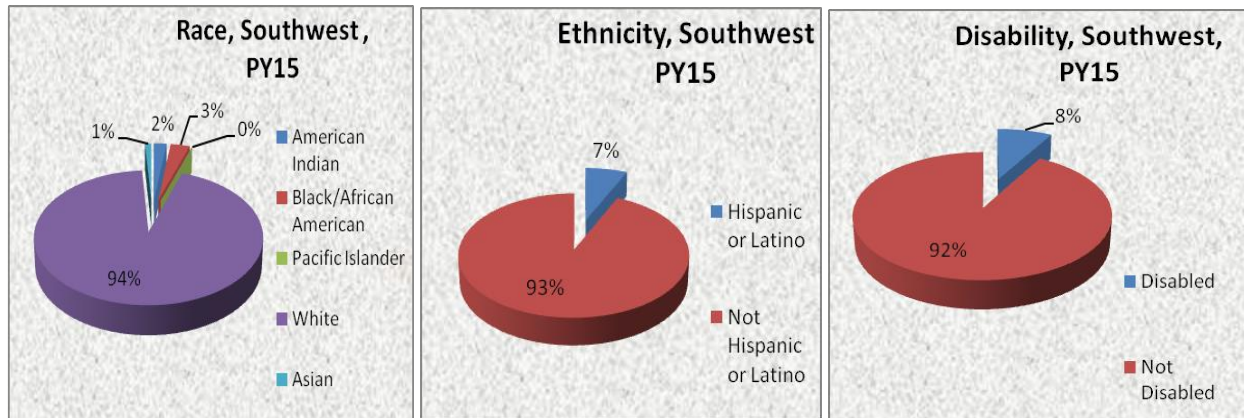
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,288	4,195	1,260	100.00%	57.56%		17.29%	
Male	4,527	2,667	730	62.12%	58.91%	Best	16.13%	83.85%
Female	2,756	1,526	530	37.82%	55.37%	93.99%	19.23%	Best
All Age	7,288	4,195	1,260	100.00%	57.56%		17.29%	
14-21	1,270	697	179	17.43%	54.88%	83.70%	14.09%	73.26%
22-29	1,583	1,038	279	21.72%	65.57%	Best	17.62%	91.61%
30-54	3,576	2,079	688	49.07%	58.14%	88.66%	19.24%	Best
55+	859	381	114	11.79%	44.35%	67.64%	13.27%	68.98%
All Race	7,288	4,195	1,260	100.00%	57.56%		17.29%	
American Indian	253	141	30	3.47%	55.73%	92.17%	11.86%	58.27%
Asian	57	36	10	0.78%	Insuf Data	N/A	Insuf Data	N/A
Black	301	182	54	4.13%	60.47%	Best	17.94%	88.16%
Pacific Islander	101	64	19	1.39%	Insuf Data	N/A	Insuf Data	N/A
White	5,888	3,362	1,007	80.79%	57.10%	94.43%	17.10%	84.05%
Other	688	410	140	9.44%	59.59%	98.56%	20.35%	Best
All Hispanic	7,288	4,195	1,260	100.00%	57.56%		17.29%	
Hispanic	581	360	118	7.97%	61.96%	Best	20.31%	Best
n/a	7	7	3	0.10%	Insuf Data	N/A	Insuf Data	N/A
All Disability	7,288	4,195	1,260	100.00%	57.56%		17.29%	
Disabled	425	173	42	5.83%	40.71%	69.35%	9.88%	55.62%
Not Disabled	6,765	3,971	1,202	92.82%	58.70%	Best	17.77%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,288	4,195	1,260	100.00%	0.5756				0.1729			
Male	4,527	2,667	730	62.12%	0.5891	0.00%	1.0389%	0.00	0.1613	3.11%	0.7948%	3.91
Female	2,756	1,526	530	37.82%	0.5537	3.54%	1.1941%	2.97	0.1923	0.00%	0.9136%	0.00
All Age	7,288	4,195	1,260	100.00%	0.5756				0.1729			
14-21	1,270	697	179	17.43%	0.5488	10.69%	1.6145%	6.62	0.1409	5.14%	1.2352%	4.17
22-29	1,583	1,038	279	21.72%	0.6557	0.00%	1.4921%	0.00	0.1762	1.61%	1.1416%	1.41
30-54	3,576	2,079	688	49.07%	0.5814	7.43%	1.1689%	6.36	0.1924	0.00%	0.8943%	0.00
55+	859	381	114	11.79%	0.4435	21.22%	1.8780%	11.30	0.1327	5.97%	1.4369%	4.15
All Race	7,288	4,195	1,260	100.00%	0.5756				0.1729			
American Indian	253	141	30	3.47%	0.5573	4.73%	3.1734%	1.49	0.1186	6.08%	2.4279%	2.51
Asian	57	36	10	0.78%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	301	182	54	4.13%	0.6047	0.00%	2.9207%	0.00	0.1794	0.00%	2.2346%	0.00
Pacific Islander	101	64	19	1.39%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,888	3,362	1,007	80.79%	0.5710	3.37%	0.9109%	3.70	0.1710	0.84%	0.6969%	1.20
All Hispanic	7,288	4,195	1,260	100.00%	0.5756				0.1729			
Hispanic	581	360	118	7.97%	0.6196	0.00%	2.8998%	0.00	0.2031	0.00%	2.2187%	0.00
n/a	7	7	3	0.10%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	7,288	4,195	1,260	100.00%	0.5756				0.1729			
Disabled	425	173	42	5.83%	0.4071	17.99%	2.4716%	7.28	0.0988	7.89%	1.8910%	4.17
Not Disabled	6,765	3,971	1,202	92.82%	0.5870	0.00%	0.8498%	0.00	0.1777	0.00%	0.6502%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,973	4,485	1,301	100.00%	56.25%		16.32%	
Male	4,899	2,804	756	61.44%	57.24%	Best	15.43%	87.04%
Female	3,074	1,681	545	38.56%	54.68%	95.54%	17.73%	Best
All Age	7,973	4,485	1,301	100.00%	56.25%		16.32%	
14-21	1,758	883	202	22.05%	50.23%	76.50%	11.49%	60.59%
22-29	1,622	1,065	289	20.34%	65.66%	Best	17.82%	93.96%
30-54	3,686	2,140	699	46.23%	58.06%	88.42%	18.96%	Best
55+	907	397	111	11.38%	43.77%	66.66%	12.24%	64.53%
All Race	7,973	4,485	1,301	100.00%	56.25%		16.32%	
American Indian	268	145	33	3.36%	54.10%	91.20%	12.31%	70.64%
Asian	63	38	10	0.79%	Insuf Data	N/A	Insuf Data	N/A
Black	327	194	57	4.10%	59.33%	Best	17.43%	Best
Pacific Islander	111	70	20	1.39%	Insuf Data	N/A	Insuf Data	N/A
White	6,414	3,583	1,038	80.45%	55.86%	94.16%	16.18%	92.84%
All Hispanic	7,973	4,485	1,301	100.00%	56.25%		16.32%	
Hispanic	624	376	116	7.83%	60.26%	Best	18.59%	Best
n/a	7,245	4,040	1,164	90.87%	55.76%	92.54%	16.07%	86.43%
All Disability	7,973	4,485	1,301	100.00%	56.25%		16.32%	
Disabled	174	68	10	2.18%	39.08%	69.00%	5.75%	34.72%
Not Disabled	7,799	4,417	1,291	97.82%	56.64%	Best	16.55%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,973	4,485	1,301	100.00%	0.5625				0.1632			
Male	4,899	2,804	756	61.44%	0.5724	0.00%	1.0023%	0.00	0.1543	2.30%	0.7466%	3.08
Female	3,074	1,681	545	38.56%	0.5468	2.55%	1.1414%	2.24	0.1773	0.00%	0.8503%	0.00
All Age	7,973	4,485	1,301	100.00%	0.5625				0.1632			
14-21	1,758	883	202	22.05%	0.5023	15.43%	1.4379%	10.73	0.1149	7.47%	1.0711%	6.98
22-29	1,622	1,065	289	20.34%	0.6566	0.00%	1.4781%	0.00	0.1782	1.15%	1.1011%	1.04
30-54	3,686	2,140	699	46.23%	0.5806	7.60%	1.1555%	6.58	0.1896	0.00%	0.8608%	0.00
55+	907	397	111	11.38%	0.4377	21.89%	1.8387%	11.90	0.1224	6.73%	1.3697%	4.91
All Race	7,973	4,485	1,301	100.00%	0.5625				0.1632			
American Indian	268	145	33	3.36%	0.5410	5.22%	3.0929%	1.69	0.1231	5.12%	2.3039%	2.22
Asian	63	38	10	0.79%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	327	194	57	4.10%	0.5933	0.00%	2.8124%	0.00	0.1743	0.00%	2.0949%	0.00
Pacific Islander	111	70	20	1.39%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	6,414	3,583	1,038	80.45%	0.5586	3.47%	0.8760%	3.96	0.1618	1.25%	0.6525%	1.91
All Hispanic	7,973	4,485	1,301	100.00%	0.5625				0.1632			
Hispanic	624	376	116	7.83%	0.6026	0.00%	2.0696%	0.00	0.1859	0.00%	1.5417%	0.00
n/a	7,245	4,040	1,164	90.87%	0.5576	4.49%	0.8242%	5.45	0.1607	2.52%	0.6140%	4.11
All Disability	7,973	4,485	1,301	100.00%	0.5625				0.1632			
Disabled	174	68	10	2.18%	0.3908	17.56%	3.8025%	4.62	0.0575	10.81%	2.8324%	3.82
Not Disabled	7,799	4,417	1,291	97.82%	0.5664	0.00%	0.7944%	0.00	0.1655	0.00%	0.5918%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	60	22	47	22	100.00%	36.67%		78.33%		36.67%	
Male	23	10	17	6	38.33%	43.48%	Best	73.91%	91.16%	26.09%	60.33%
Female	37	12	30	16	61.67%	32.43%	74.59%	81.08%	Best	43.24%	Best
All Age	60	22	47	22	100.00%	36.67%	84.33%	78.33%	96.61%	36.67%	84.79%
14-18	48	15	40	20	80.00%	31.25%	57.29%	83.33%	Best	41.67%	Best
19-21	11	6	7	2	18.33%	54.55%	Best	63.64%	76.36%	18.18%	43.64%
All Race	60	22	47	22	100.00%	36.67%		78.33%		36.67%	88.00%
American Indian	3	1	3	1	5.00%	33.33%	86.67%	100.00%	Best	33.33%	91.23%
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	1		1	1	1.67%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	52	20	40	19	86.67%	38.46%	Best	76.92%	76.92%	36.54%	Best
All Hispanic	60	22	47	22	100.00%	36.67%		78.33%		36.67%	100.35%
Hispanic	4		3	2	6.67%	0.00%	Best	75.00%	Best	50.00%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	60	22	47	22	100.00%	36.67%	#DIV/0!	78.33%	104.44%	36.67%	73.33%
Disabled	6	3	6	2	10.00%	50.00%	Best	100.00%	Best	33.33%	88.33%
Not Disabled	53	18	41	20	88.33%	33.96%	67.92%	77.36%	77.36%	37.74%	Best

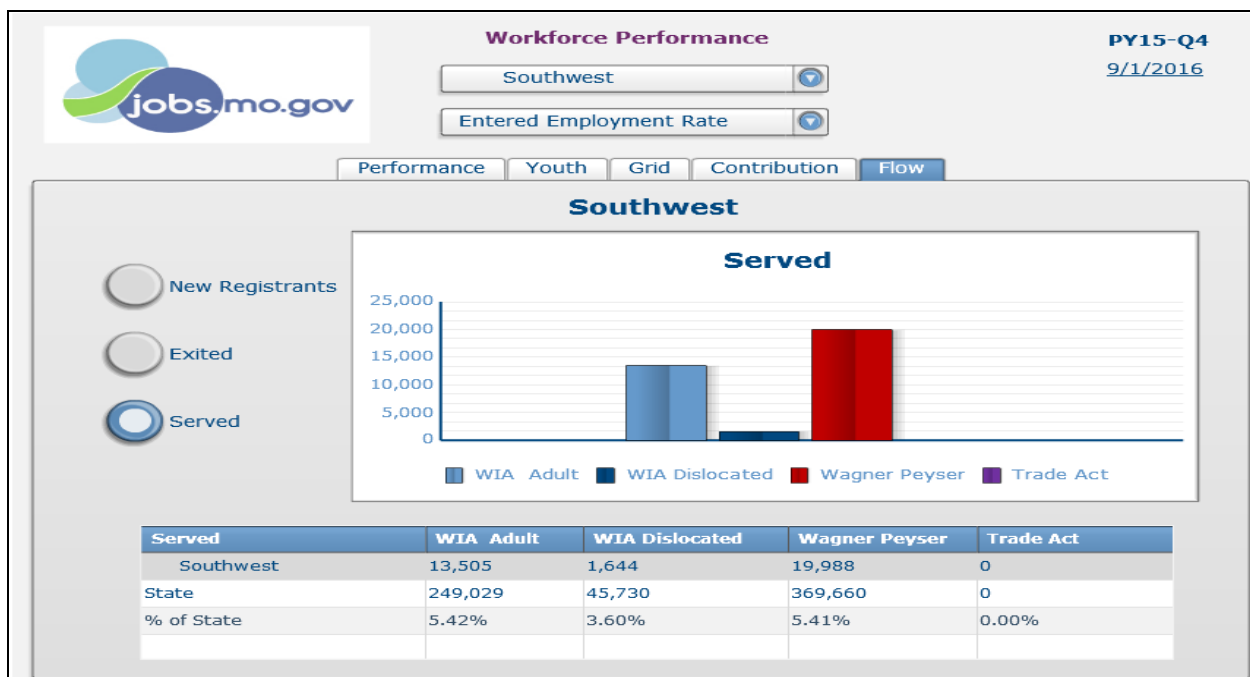
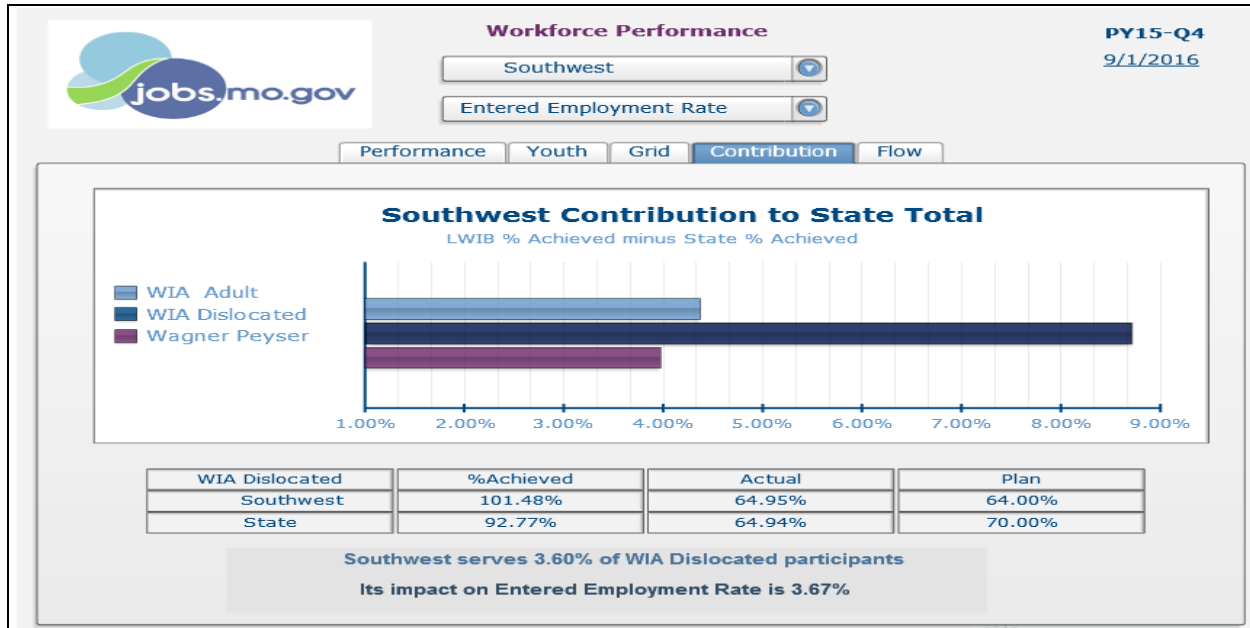
80% Rule EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations
All Gender	60	22	47	22	100%	0.3667			
Male	23	10	17	6	38%	0.4348	0.00%	12.7957%	0.00
Female	37	12	30	16	62%	0.3243	11.05%	11.2038%	0.99
All Age	60	22	47	22	100%	0.3667			
14-18	48	15	40	20	80%	0.3125	23.30%	9.8366%	2.37
19-21	11	6	7	2	18%	0.5455	0.00%	16.1087%	0.00
All Race	60	22	47	22	100%	0.3667			
American Indian	3	1	3	1	5%	0.3333	5.13%	28.6135%	0.18
Asian					0%	Insuf Data	N/A	N/A	N/A
Black	1		1	1	2%	Insuf Data	N/A	N/A	N/A
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A
White	52	20	40	19	87%	0.3846	0.00%	9.4507%	0.00
All Hispanic	60	22	47	22	100%	0.3667			
Hispanic	4		3	2	7%	0.0000	N/A	N/A	N/A
n/a					0%	Insuf Data	N/A	N/A	N/A
All Disability	60	22	47	22	100%	0.3667			
Disabled	6	3	6	2	10%	0.5000	0.00%	20.7570%	0.00
Not Disabled	53	18	41	20	88%	0.3396	16.04%	9.3611%	1.71

2.0 Standard Deviation Test EO Data Analysis Output:

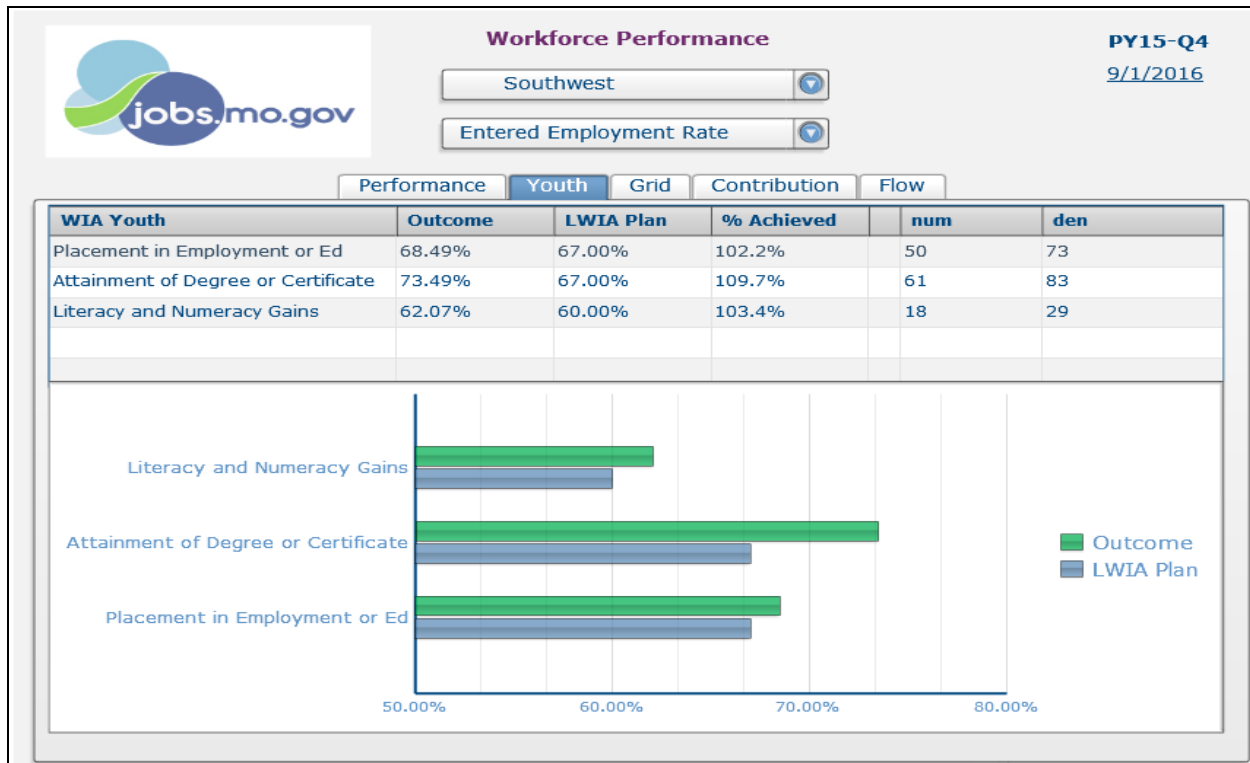
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Snapshot showing Southwest Region Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



Source: Captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Strengthening relationships with partner agencies like Experience Works, Vocational Rehabilitation, and Economic Security engaging in discussions on referral processes, co-enrollment of programs, available resources, workshop content and staff trainings.
- Staff will continue attending programs like Hispanic Resource Fairs, and other community based events as opportunity to reach out more to minority groups in the region.

ST. CHARLES REGION

The St. Charles County Department of Workforce & Business Development manages and oversees the operations of the Missouri Job Center of St. Charles County which carries out the one-stop center activities. St. Charles County subcontracts with the St. Charles Community College to provide staff. Through this contract, the College employs 8 full-time staff to work at the Job Center. Overall, the St. Charles Community College employs approximately 904 full-time and part-time employees.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *Occupation Trained*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Charles region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

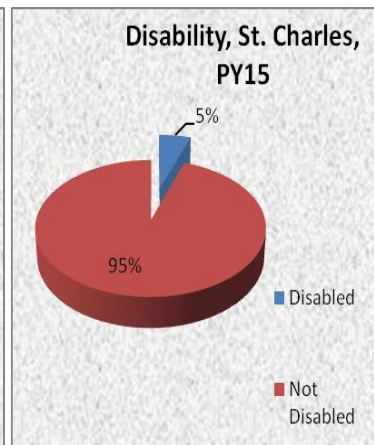
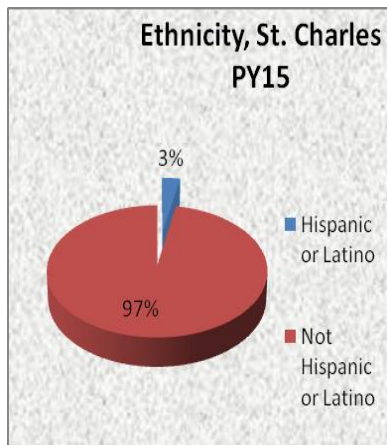
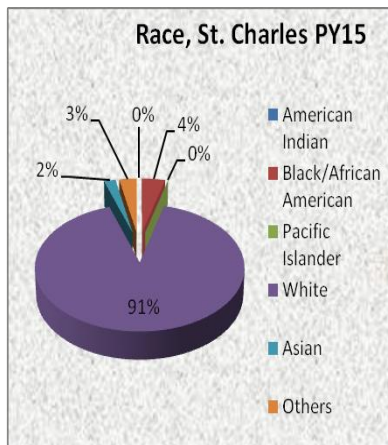
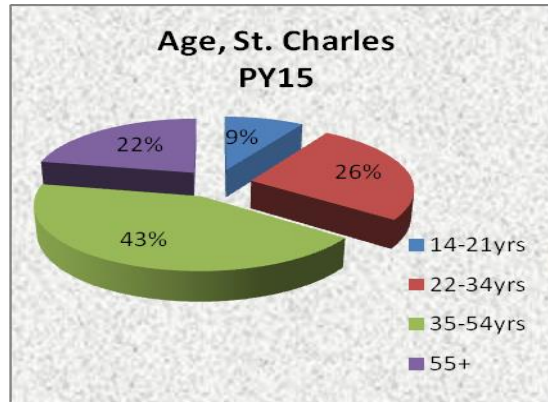
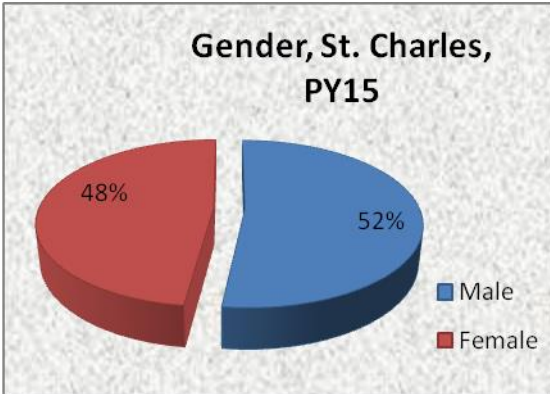
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact. These are captured as part of the region's outreach plans and strategies.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,897	2,862	818	100.00%	58.44%		16.70%	
Male	2,589	1,503	378	52.87%	58.05%	98.55%	14.60%	76.55%
Female	2,307	1,359	440	47.11%	58.91%	Best	19.07%	Best
All Age	4,897	2,862	818	100.00%	58.44%		16.70%	
14-21	222	143	42	4.53%	64.41%	Best	18.92%	Best
22-29	732	447	137	14.95%	61.07%	94.80%	18.72%	98.93%
30-54	2,835	1,719	489	57.89%	60.63%	94.13%	17.25%	91.17%
55+	1,108	553	150	22.63%	49.91%	77.48%	13.54%	71.56%
All Race	4,897	2,862	818	100.00%	58.44%		16.70%	
American Indian	31	20	5	0.63%	Insuf Data	N/A	Insuf Data	N/A
Asian	68	34	11	1.39%	Insuf Data	N/A	Insuf Data	N/A
Black	755	467	134	15.42%	61.85%	Best	17.75%	Best
Pacific Islander	7	4		0.14%	Insuf Data	N/A	Insuf Data	N/A
White	3,817	2,223	631	77.95%	58.24%	94.16%	16.53%	93.14%
Other	219	114	37	4.47%	52.05%	84.16%	16.89%	95.19%
All Hispanic	4,897	2,862	818	100.00%	58.44%		16.70%	
Hispanic	136	80	22	2.78%	58.82%	Best	16.18%	Best
n/a	7	4	2	0.14%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,897	2,862	818	100.00%	58.44%		16.70%	
Disabled	252	111	32	5.15%	44.05%	74.13%	12.70%	74.43%
Not Disabled	4,519	2,685	771	92.28%	59.42%	Best	17.06%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,897	2,862	818	100.00%	0.5844				0.1670			
Male	2,589	1,503	378	52.87%	0.5805	0.85%	1.3697%	0.62	0.1460	4.47%	1.0367%	4.31
Female	2,307	1,359	440	47.11%	0.5891	0.00%	1.4110%	0.00	0.1907	0.00%	1.0680%	0.00
All Age	4,897	2,862	818	100.00%	0.5844				0.1670			
14-21	222	143	42	4.53%	0.6441	0.00%	3.4346%	0.00	0.1892	0.00%	2.5997%	0.00
22-29	732	447	137	14.95%	0.6107	3.35%	2.0432%	1.64	0.1872	0.20%	1.5465%	0.13
30-54	2,835	1,719	489	57.89%	0.6063	3.78%	1.3090%	2.89	0.1725	1.67%	0.9907%	1.69
55+	1,108	553	150	22.63%	0.4991	14.50%	1.7460%	8.31	0.1354	5.38%	1.3216%	4.07
All Race	4,897	2,862	818	100.00%	0.5844				0.1670			
American Indian	31	20	5	0.63%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	68	34	11	1.39%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	755	467	134	15.42%	0.6185	0.00%	1.9629%	0.00	0.1775	0.00%	1.4857%	0.00
Pacific Islander	7	4		0.14%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,817	2,223	631	77.95%	0.5824	3.61%	1.1281%	3.20	0.1653	1.22%	0.8538%	1.43
All Hispanic	4,897	2,862	818	100.00%	0.5844				0.1670			
Hispanic	136	80	22	2.78%	0.5882	0.00%	5.9763%	0.00	0.1618	0.00%	4.5234%	0.00
n/a	7	4	2	0.14%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,897	2,862	818	100.00%	0.5844				0.1670			
Disabled	252	111	32	5.15%	0.4405	15.37%	3.1898%	4.82	0.1270	4.36%	2.4144%	1.81
Not Disabled	4,519	2,685	771	92.28%	0.5942	0.00%	1.0368%	0.00	0.1706	0.00%	0.7847%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,283	3,063	961	100.00%	57.98%		18.19%	
Male	2,817	1,643	474	53.32%	58.32%	Best	16.83%	85.20%
Female	2,466	1,420	487	46.68%	57.58%	98.73%	19.75%	Best
All Age	5,283	3,063	961	100.00%	57.98%		18.19%	
14-21	274	174	57	5.19%	63.50%	Best	20.80%	98.12%
22-29	816	489	173	15.45%	59.93%	94.37%	21.20%	Best
30-54	3,022	1,818	566	57.20%	60.16%	94.73%	18.73%	88.34%
55+	1,171	582	165	22.17%	49.70%	78.26%	14.09%	66.46%
All Race	5,283	3,063	961	100.00%	57.98%		18.19%	
American Indian	31	20	6	0.59%	Insuf Data	N/A	Insuf Data	N/A
Asian	73	31	10	1.38%	Insuf Data	N/A	Insuf Data	N/A
Black	754	444	159	14.27%	58.89%	Best	21.09%	Best
Pacific Islander	8	5		0.15%	Insuf Data	N/A	Insuf Data	N/A
White	4,151	2,426	742	78.57%	58.44%	99.25%	17.88%	84.77%
All Hispanic	5,283	3,063	961	100.00%	57.98%		18.19%	
Hispanic	140	80	24	2.65%	57.14%	98.41%	17.14%	94.38%
n/a	5,065	2,941	920	95.87%	58.07%	Best	18.16%	Best
All Disability	5,283	3,063	961	100.00%	57.98%		18.19%	
Disabled	89	49	13	1.68%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	5,194	3,014	948	98.32%	58.03%	Best	18.25%	Best

80% Rule EO Data Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,283	3,063	961	100.00%	0.5798				0.1819			
Male	2,817	1,643	474	53.32%	0.5832	0.00%	1.3152%	0.00	0.1683	2.92%	1.0279%	2.84
Female	2,466	1,420	487	46.68%	0.5758	0.74%	1.3612%	0.54	0.1975	0.00%	1.0638%	0.00
All Age	5,283	3,063	961	100.00%	0.5798				0.1819			
14-21	274	174	57	5.19%	0.6350	0.00%	3.1142%	0.00	0.2080	0.40%	2.4339%	0.16
22-29	816	489	173	15.45%	0.5993	3.58%	1.9473%	1.84	0.2120	0.00%	1.5219%	0.00
30-54	3,022	1,818	566	57.20%	0.6016	3.34%	1.2698%	2.63	0.1873	2.47%	0.9924%	2.49
55+	1,171	582	165	22.17%	0.4970	13.80%	1.6990%	8.12	0.1409	7.11%	1.3279%	5.35
All Race	5,283	3,063	961	100.00%	0.5798				0.1819			
American Indian	31	20	6	0.59%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	73	31	10	1.38%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	754	444	159	14.27%	0.5889	0.00%	1.9540%	0.00	0.2109	0.00%	1.5271%	0.00
Pacific Islander	8	5		0.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,151	2,426	742	78.57%	0.5844	0.44%	1.0834%	0.41	0.1788	3.21%	0.8468%	3.79
All Hispanic	5,283	3,063	961	100.00%	0.5798				0.1819			
Hispanic	140	80	24	2.65%	0.5714	0.92%	4.2289%	0.22	0.1714	1.02%	3.3051%	0.31
n/a	5,065	2,941	920	95.87%	0.5807	0.00%	0.9808%	0.00	0.1816	0.00%	0.7666%	0.00
All Disability	5,283	3,063	961	100.00%	0.5798				0.1819			
Disabled	89	49	13	1.68%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	5,194	3,014	948	98.32%	0.5803	0.00%	0.9686%	0.00	0.1825	0.00%	0.7570%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	37	33	35	7	100.00%	89.19%		94.59%		18.92%	
Male	23	20	21	4	62.16%	86.96%	93.65%	91.30%	91.30%	17.39%	81.16%
Female	14	13	14	3	37.84%	92.86%	Best	100.00%	Best	21.43%	Best
All Age	37	33	35	7	100.00%	89.19%		94.59%		18.92%	
14-18	27	24	26	5	72.97%	88.89%	88.89%	96.30%	Best	18.52%	Best
19-21	9	9	8	1	24.32%	100.00%	Best	88.89%	92.31%	11.11%	60.00%
All Race	37	33	35	7	100.00%	89.19%		94.59%		18.92%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	8	7	8	1	21.62%	87.50%	94.50%	100.00%	Best	12.50%	56.25%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	27	25	25	6	72.97%	92.59%	Best	92.59%	92.59%	22.22%	Best
All Hispanic	37	33	35	7	100.00%	89.19%		94.59%		18.92%	
Hispanic	1	1	1		2.70%	100.00%	Best	100.00%	Best	0.00%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	37	33	35	7	100.00%	89.19%		94.59%		18.92%	
Disabled	26	22	25	6	70.27%	84.62%	84.62%	96.15%	Best	23.08%	Best
Not Disabled	11	11	10	1	29.73%	100.00%	Best	90.91%	94.55%	9.09%	39.39%

80% Rule EO Data Analysis Output:

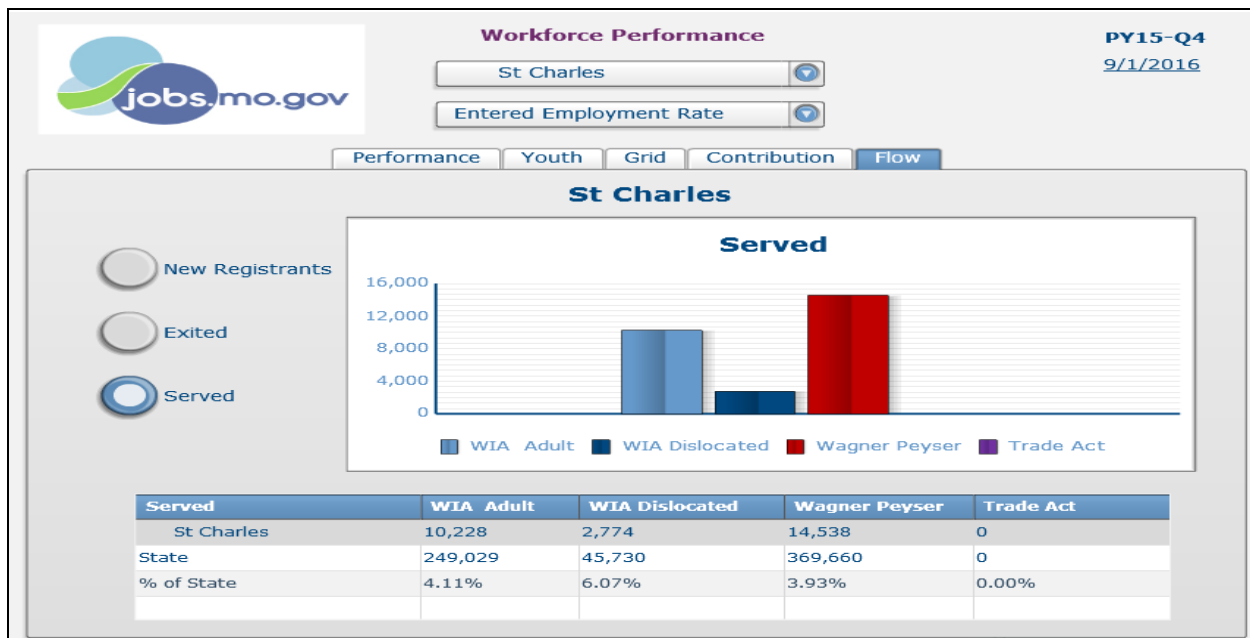
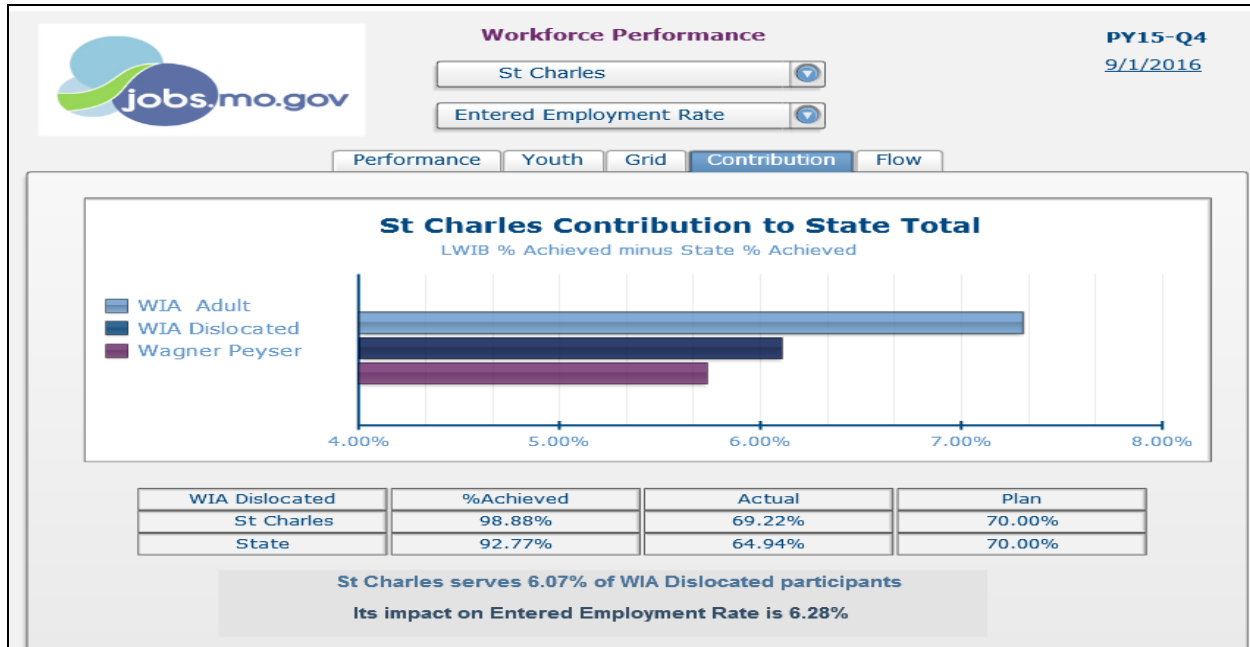
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WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	37	33	35	7	100%	0.8919				0.9459			
Male	23	20	21	4	62%	0.8696	5.90%	9.1566%	0.64	0.9130	8.70%	6.6680%	1.30
Female	14	13	14	3	38%	0.9286	0.00%	10.5259%	0.00	1.0000	0.00%	7.6651%	0.00
All Age	37	33	35	7	100%	0.8919				0.9459			
14-18	27	24	26	5	73%	0.8889	11.11%	8.4512%	1.31	0.9630	0.00%	6.1543%	0.00
19-21	9	9	8	1	24%	1.0000	0.00%	11.9518%	0.00	0.8889	7.41%	8.7035%	0.85
All Race	37	33	35	7	100%	0.8919				0.9459			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	8	7	8	1	22%	0.8750	5.09%	12.4995%	0.41	1.0000	0.00%	9.1024%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	27	25	25	6	73%	0.9259	0.00%	8.4512%	0.00	0.9259	7.41%	6.1543%	1.20
All Hispanic	37	33	35	7	100%	0.8919				0.9459			
Hispanic	1	1	1		3%	1.0000	0.00%	43.9137%	0.00	1.0000	0.00%	31.9788%	0.00
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	37	33	35	7	100%	0.8919				0.9459			
Disabled	26	22	25	6	70%	0.8462	15.38%	8.6122%	1.79	0.9615	0.00%	6.2716%	0.00
Not Disabled	11	11	10	1	30%	1.0000	0.00%	11.1687%	0.00	0.9091	5.24%	8.1333%	0.64

2.0 Standard Deviation Test EO Data Analysis Output:

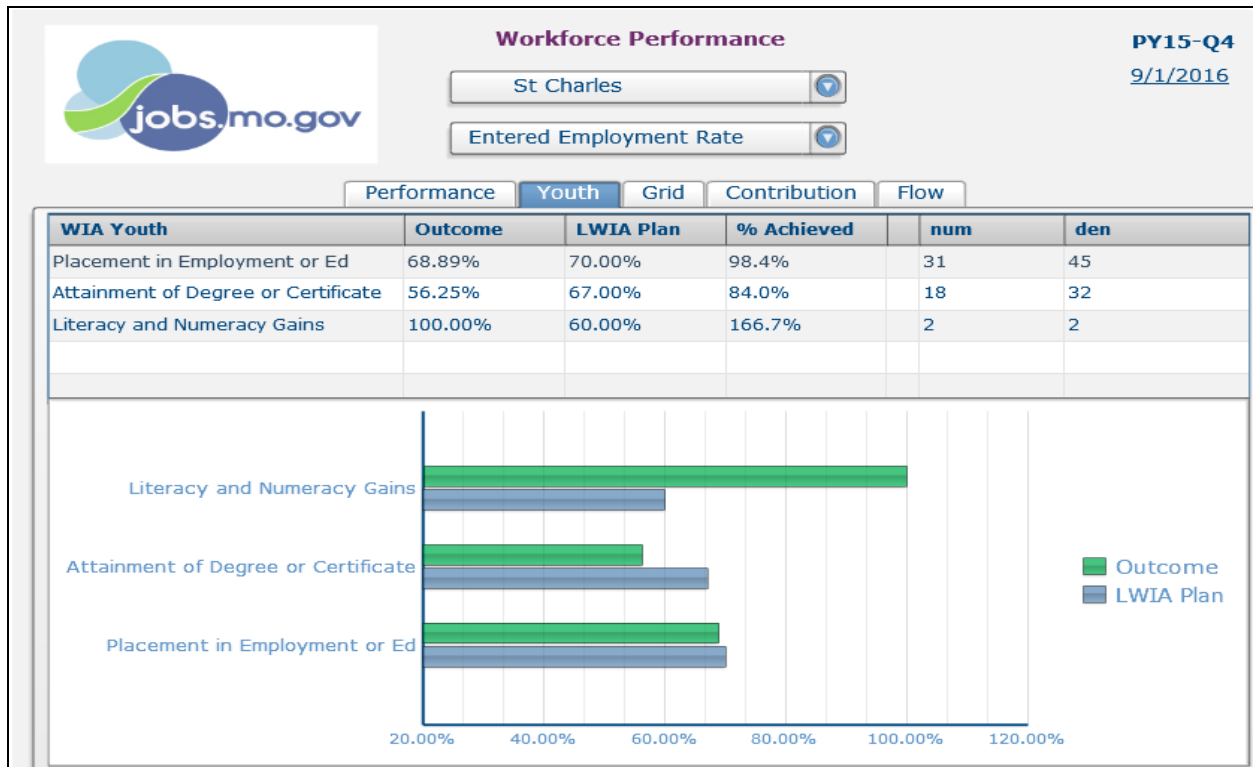
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Snapshot showing St. Charles County Workforce Performance to State Total in Entered Employment Rate:



Source: Captured from the MoPerforms database system.

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Source: Captured from the MoPerforms database system.

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- The assigned staff members will continue to attend monthly meetings of the area's Community Council. The periodically keynote speaker functions at a Council's monthly luncheon to speak about the services available will still go on and will encourage member organizations to refer individuals appropriate agencies.
- The Job Center will continue to man a booth at the annual Community Service Summit to answer questions and encourage referrals to the Job Center. Staff will also continue to have a booth at the St. Louis Business Expo to promote services and resources.
- Staff will continue to travel to various service agencies and non-profits to speak about the services and programs available at the Job Center and encourage referrals. Staff will continue to engage in more community based programs/activities providing services
- Flyers announcing events held at the Job Center will continue to be sent to other partner agencies like the local Vocational Rehabilitation office, Missouri's Family Support Division, Senior Community Centers, and several social service agencies and area high schools. More agencies have been added to include Next Step for Life, Hispanic Chamber of Commerce and many more.
- Veteran Outreach – Increase outreach efforts to the veteran population as include attendance of One Eighty Group, local Veterans Committee, Community Council Meetings, visits to the St. Patrick Center, participation in the Veterans Best Practices Working Group and daily visits to area service agencies by the local DVOP.
- Sector Visits – staff members will continue to make in-person visits to the targeted industries in the region.
- The Region's Job Center will continue to utilize social media (Face book) to connect with job seekers.

ST. LOUIS CITY REGION

SLATE is the comprehensive center serving as the Full – Service One Stop Missouri Job Center operates in the region. It coordinates with the Missouri State Department of Economic Development (DED), Division of Workforce Development (DWD), the City of St. Louis Mayor's office and a number of partners collaborating together connecting employers to a skilled workforce and provide training and placement services to the City's workforce.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Louis City region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

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Step 6: Justify or take mitigating actions

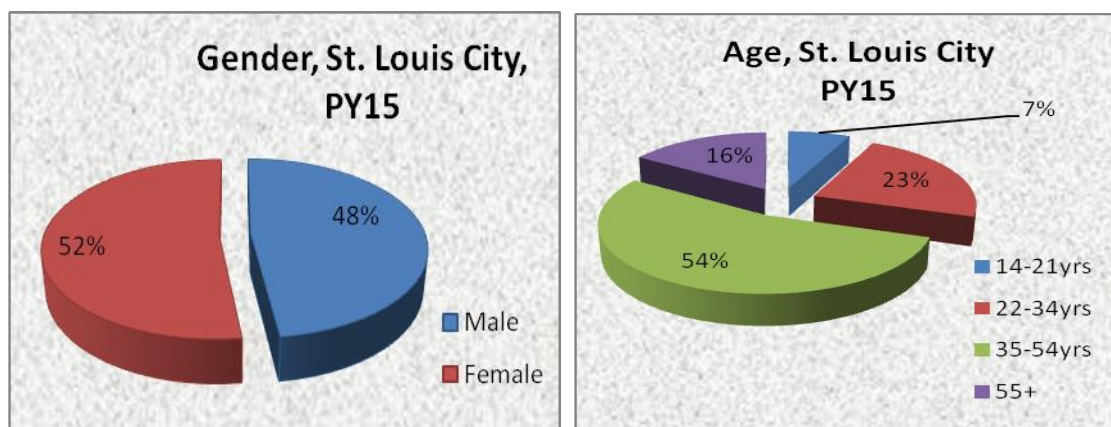
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

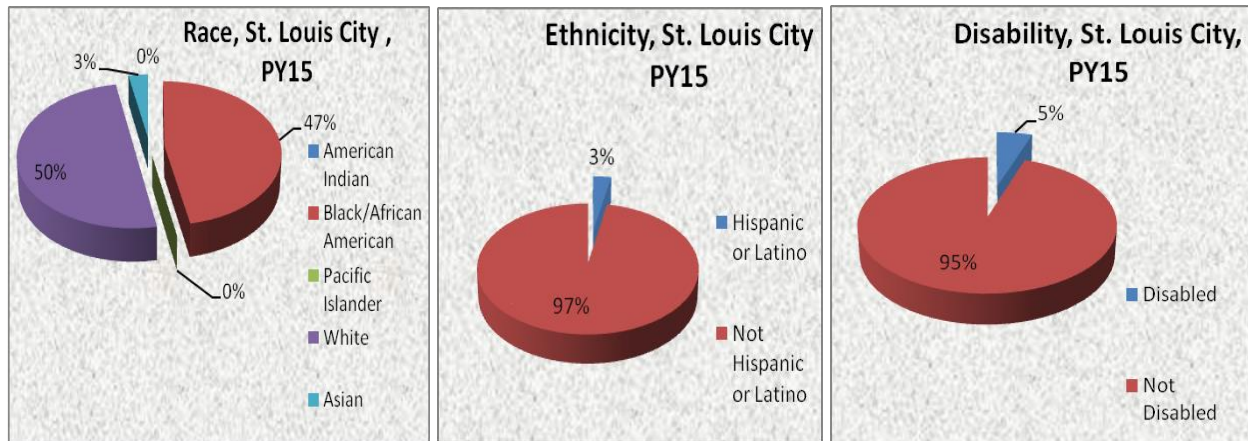
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in St. Louis City region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	10,313	5,527	1,899	100.00%	53.59%		18.41%	
Male	5,383	2,707	885	52.20%	50.29%	87.88%	16.44%	79.71%
Female	4,916	2,813	1,014	47.67%	57.22%	Best	20.63%	Best
All Age	10,313	5,527	1,899	100.00%	53.59%		18.41%	
14-21	714	395	165	6.92%	55.32%	93.45%	23.11%	Best
22-29	2,331	1,380	452	22.60%	59.20%	Best	19.39%	83.91%
30-54	5,666	3,071	1,035	54.94%	54.20%	91.55%	18.27%	79.05%
55+	1,602	681	247	15.53%	42.51%	71.80%	15.42%	66.72%
All Race	10,313	5,527	1,899	100.00%	53.59%		18.41%	
American Indian	54	25	3	0.52%	Insuf Data	N/A	Insuf Data	N/A
Asian	111	53	20	1.08%	Insuf Data	N/A	Insuf Data	N/A
Black	6,865	3,806	1,370	66.57%	55.44%	Best	19.96%	Best
Pacific Islander	25	10	4	0.24%	Insuf Data	N/A	Insuf Data	N/A
White	2,719	1,360	405	26.36%	50.02%	90.22%	14.90%	74.64%
Other	539	273	97	5.23%	50.65%	91.36%	18.00%	90.18%
All Hispanic	10,313	5,527	1,899	100.00%	53.59%		18.41%	
Hispanic	207	107	36	2.01%	51.69%	Best	17.39%	Best
n/a	3	2		0.03%	Insuf Data	N/A	Insuf Data	N/A
All Disability	10,313	5,527	1,899	100.00%	53.59%		18.41%	
Disabled	581	209	74	5.63%	35.97%	65.70%	12.74%	67.67%
Not Disabled	9,516	5,210	1,791	92.27%	54.75%	Best	18.82%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	10,313	5,527	1,899	100.00%	0.5359				0.1841			
Male	5,383	2,707	885	52.20%	0.5029	6.93%	0.9613%	7.21	0.1644	4.19%	0.7471%	5.60
Female	4,916	2,813	1,014	47.67%	0.5722	0.00%	0.9838%	0.00	0.2063	0.00%	0.7646%	0.00
All Age	10,313	5,527	1,899	100.00%	0.5359				0.1841			
14-21	714	395	165	6.92%	0.5532	3.88%	1.9805%	1.96	0.2311	0.00%	1.5392%	0.00
22-29	2,331	1,380	452	22.60%	0.5920	0.00%	1.2272%	0.00	0.1939	3.72%	0.9537%	3.90
30-54	5,666	3,071	1,035	54.94%	0.5420	5.00%	0.9370%	5.34	0.1827	4.84%	0.7282%	6.65
55+	1,602	681	247	15.53%	0.4251	16.69%	1.4112%	11.83	0.1542	7.69%	1.0968%	7.01
All Race	10,313	5,527	1,899	100.00%	0.5359				0.1841			
American Indian	54	25	3	0.52%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	111	53	20	1.08%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	6,865	3,806	1,370	66.57%	0.5544	0.00%	0.8512%	0.00	0.1996	0.00%	0.6616%	0.00
Pacific Islander	25	10	4	0.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,719	1,360	405	26.36%	0.5002	5.42%	1.1300%	4.80	0.1490	5.06%	0.8783%	5.76
All Hispanic	10,313	5,527	1,899	100.00%	0.5359				0.1841			
Hispanic	207	107	36	2.01%	0.5169	0.00%	4.9020%	0.00	0.1739	0.00%	3.8099%	0.00
n/a	3	2		0.03%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	10,313	5,527	1,899	100.00%	0.5359				0.1841			
Disabled	581	209	74	5.63%	0.3597	18.78%	2.1312%	8.81	0.1274	6.08%	1.6564%	3.67
Not Disabled	9,516	5,210	1,791	92.27%	0.5475	0.00%	0.7230%	0.00	0.1882	0.00%	0.5619%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	12,341	6,519	2,489	100.00%	52.82%		20.17%	
Male	6,347	3,124	1,130	51.43%	49.22%	86.90%	17.80%	78.52%
Female	5,994	3,395	1,359	48.57%	56.64%	Best	22.67%	Best
All Age	12,341	6,519	2,489	100.00%	52.82%		20.17%	
14-21	1,715	752	428	13.90%	43.85%	72.87%	24.96%	Best
22-29	2,707	1,629	586	21.94%	60.18%	Best	21.65%	86.74%
30-54	6,201	3,395	1,212	50.25%	54.75%	90.98%	19.55%	78.32%
55+	1,717	742	262	13.91%	43.21%	71.81%	15.26%	61.14%
All Race	12,341	6,519	2,489	100.00%	52.82%		20.17%	
American Indian	61	24	4	0.49%	Insuf Data	N/A	Insuf Data	N/A
Asian	113	56	25	0.92%	Insuf Data	N/A	Insuf Data	N/A
Black	8,206	4,408	1,800	66.49%	53.72%	Best	21.94%	Best
Pacific Islander	46	15	6	0.37%	Insuf Data	N/A	Insuf Data	N/A
White	2,954	1,505	473	23.94%	50.95%	94.85%	16.01%	73.00%
All Hispanic	12,341	6,519	2,489	100.00%	52.82%		20.17%	
Hispanic	206	109	37	1.67%	Insuf Data	N/A	Insuf Data	N/A
n/a	11,801	6,228	2,385	95.62%	52.78%	Best	20.21%	Best
All Disability	12,341	6,519	2,489	100.00%	52.82%		20.17%	
Disabled	107	42	15	0.87%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	12,234	6,477	2,474	99.13%	52.94%	Best	20.22%	Best

80% Rule EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	12,341	6,519	2,489	100.00%	0.5282				0.2017			
Male	6,347	3,124	1,130	51.43%	0.4922	7.42%	0.8861%	8.37	0.1780	4.87%	0.7123%	6.84
Female	5,994	3,395	1,359	48.57%	0.5664	0.00%	0.8991%	0.00	0.2267	0.00%	0.7227%	0.00
All Age	12,341	6,519	2,489	100.00%	0.5282				0.2017			
14-21	1,715	752	428	13.90%	0.4385	16.33%	1.3620%	11.99	0.2496	0.00%	1.0947%	0.00
22-29	2,707	1,629	586	21.94%	0.6018	0.00%	1.1500%	0.00	0.2165	3.31%	0.9244%	3.58
30-54	6,201	3,395	1,212	50.25%	0.5475	5.43%	0.8965%	6.05	0.1955	5.41%	0.7206%	7.51
55+	1,717	742	262	13.91%	0.4321	16.96%	1.3613%	12.46	0.1526	9.70%	1.0942%	8.86
All Race	12,341	6,519	2,489	100.00%	0.5282				0.2017			
American Indian	61	24	4	0.49%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	113	56	25	0.92%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	8,206	4,408	1,800	66.49%	0.5372	0.00%	0.7793%	0.00	0.2194	0.00%	0.6264%	0.00
Pacific Islander	46	15	6	0.37%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,954	1,505	473	23.94%	0.5095	2.77%	1.0711%	2.59	0.1601	5.92%	0.8610%	6.88
All Hispanic	12,341	6,519	2,489	100.00%	0.5282				0.2017			
Hispanic	206	109	37	1.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	11,801	6,228	2,385	95.62%	0.5278	0.00%	0.6499%	0.00	0.2021	0.00%	0.5224%	0.00
All Disability	12,341	6,519	2,489	100.00%	0.5282				0.2017			
Disabled	107	42	15	0.87%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	12,234	6,477	2,474	99.13%	0.5294	0.00%	0.6383%	0.00	0.2022	0.00%	0.5130%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

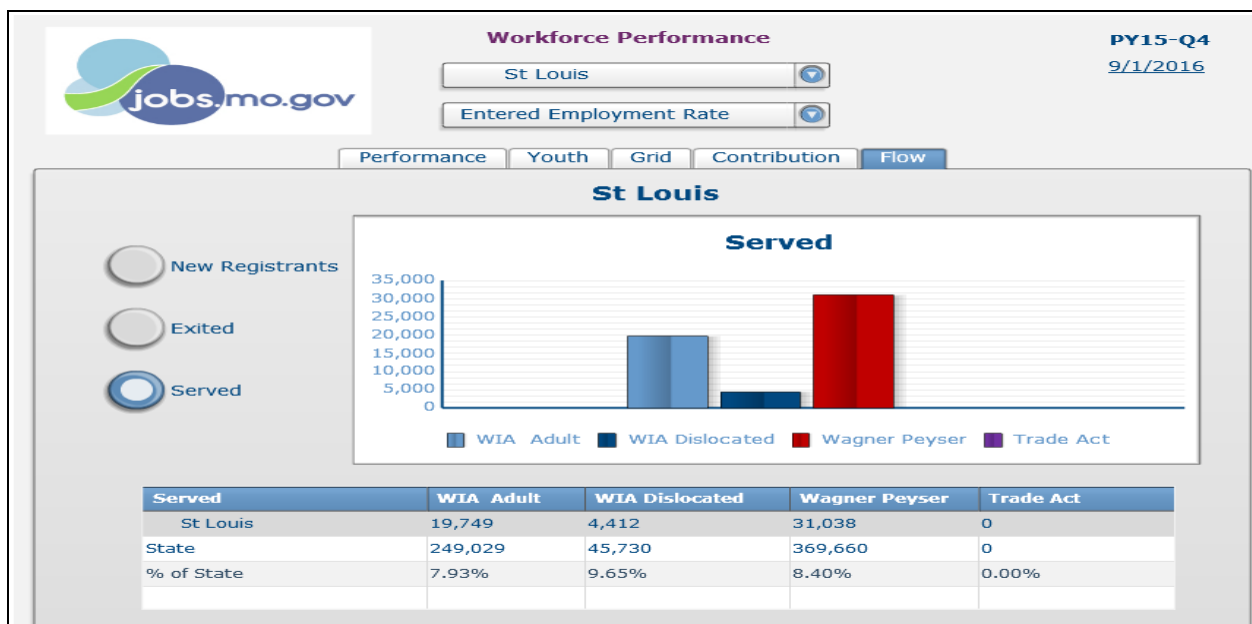
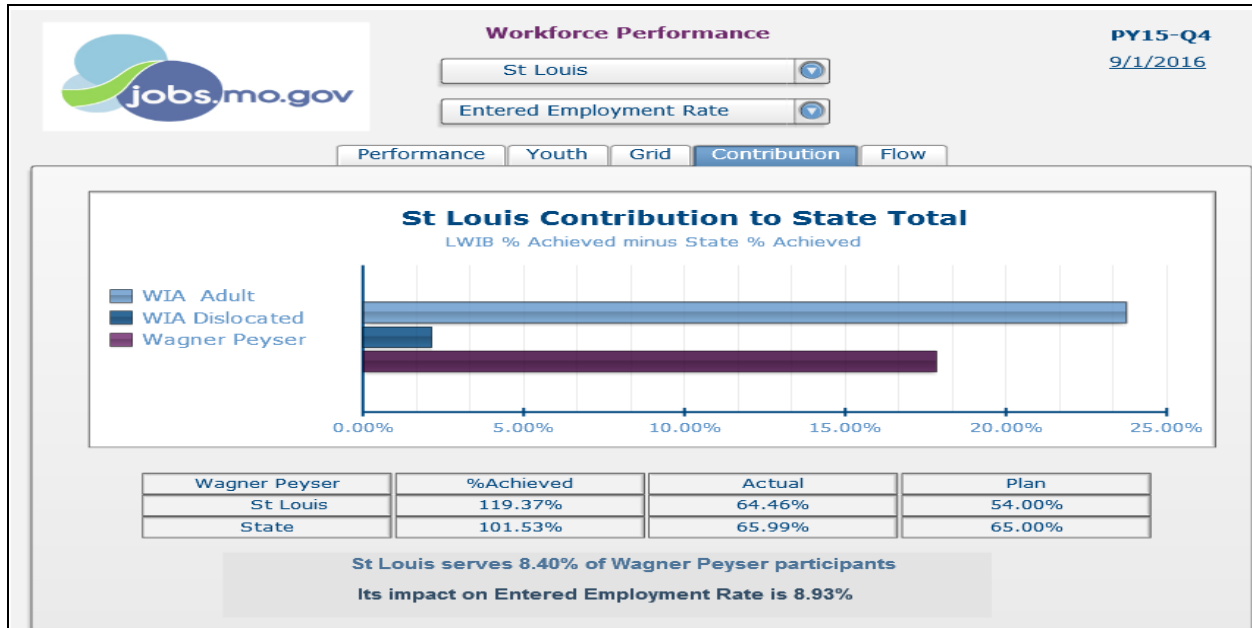
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WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	166	92	159	89	100.00%	55.42%		95.78%		53.61%	
Male	55	32	53	27	33.13%	58.18%	Best	96.36%	Best	49.09%	87.89%
Female	111	60	106	62	66.87%	54.05%	92.91%	95.50%	99.10%	55.86%	Best
All Age	166	92	159	89	100.00%	55.42%		95.78%		53.61%	
14-18	121	79	119	70	72.89%	65.29%	Best	98.35%	Best	57.85%	Best
19-21	41	13	38	18	24.70%	31.71%	48.56%	92.68%	94.24%	43.90%	75.89%
All Race	166	92	159	89	100.00%	55.42%		95.78%		53.61%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	3	3	3	2	1.81%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	160	86	153	84	96.39%	53.75%	Best	95.63%	Best	52.50%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	2	2	2	2	1.20%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Hispanic	166	92	159	89	100.00%	55.42%		95.78%		53.61%	
Hispanic	2	1	2	1	1.20%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	166	92	159	89	100.00%	55.42%		95.78%		53.61%	
Disabled	19	14	18	12	11.45%	73.68%	Best	94.74%	98.77%	63.16%	Best
Not Disabled	147	78	141	77	88.55%	53.06%	72.01%	95.92%	Best	52.38%	82.94%

80% Rule EO Data Analysis Output:

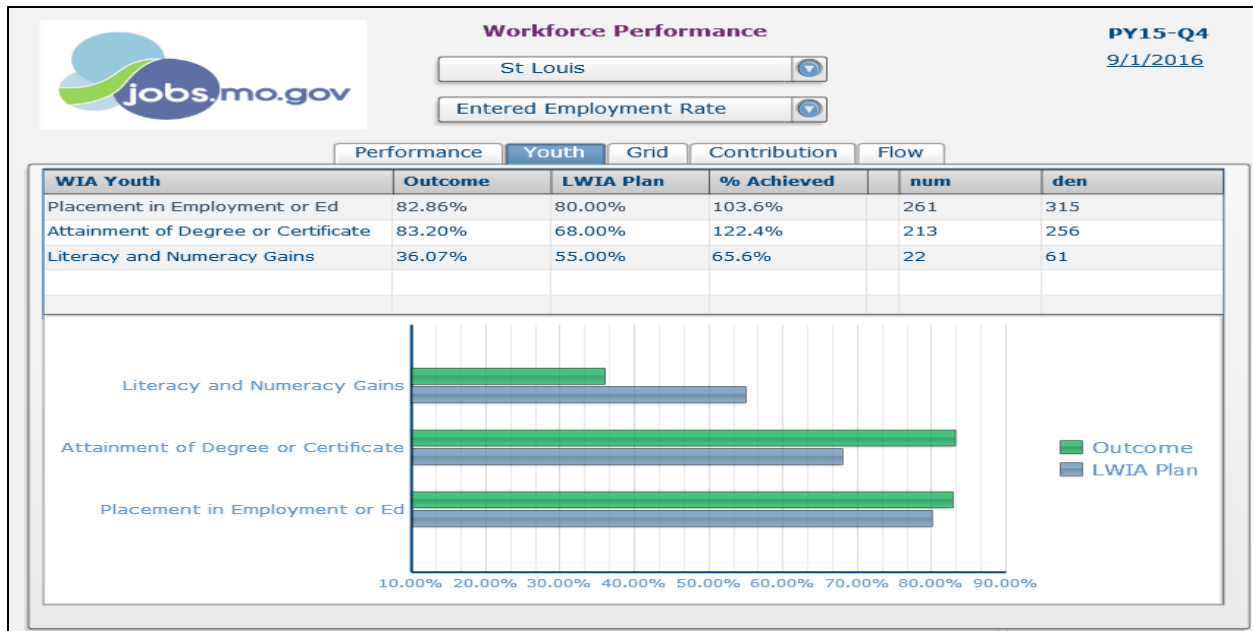
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Snapshot showing St. Louis City Workforce Performance to State Total in Entered Employment Rate:



Source: captured from the MoPerforms database system

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Source: captured from the MoPerforms database system

REGION'S OUTREACH PALNS

The region reported to continue to involve in the following activities:

- Increase in more collaborating strategies with local region partners like State Economic Developers and also presenting various services to new employers as they get ready to start recruiting and hiring new staff.
- Continue engaging in special relationships with local networking associations and outplacement agencies which will increase market penetration to recruit qualified candidates.
- The region will continue to offer services including, but not limited to: business consulting (Will refer to our new partners Kevin Wilson & Lynnette Watson from Empowerment Zone SBTDC University of Missouri Extension).

ST. LOUIS COUNTY REGION

The North Oaks Career Center and Florissant Career Center were designated as the Saint Louis County Region under the Workforce Investment Act of 1998. North Oaks was established to provide a "One Stop" location for job seekers and business to receive services.

The Saint Louis County Region has partnership with several agencies, including International Institute, Better Family Life, Family Workforce of America, Urban League and Saint Louis Community College. Each partner strives to provide the best possible service to the citizens of the region without regard to race gender, age, disability, veterans' status, or ethnicity.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIOA as defined in 29 CFR part 38 are being carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *Missouri Work Ready*
- *Linking to Employment Activities Pre-release (LEAP)*
- *St. Louis Career Pathway*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Louis County region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

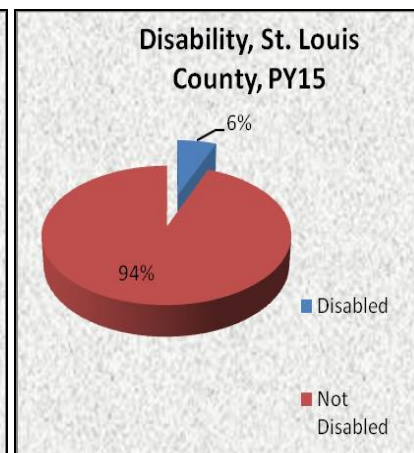
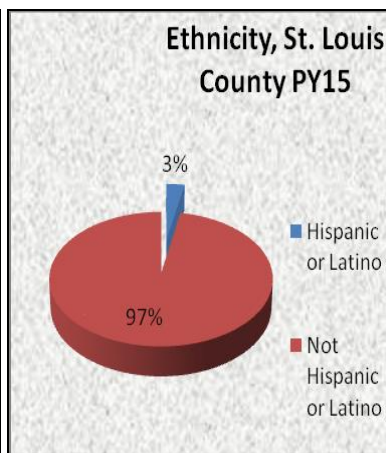
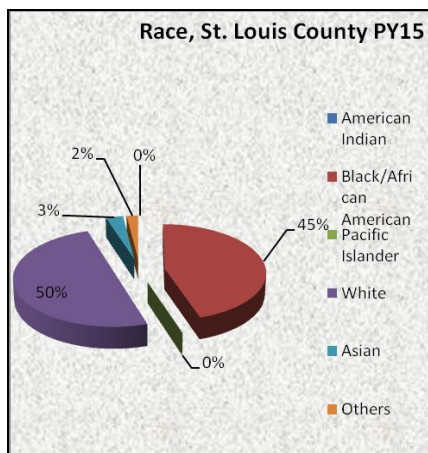
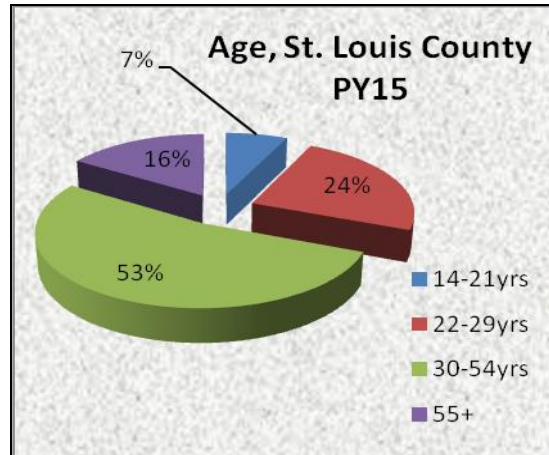
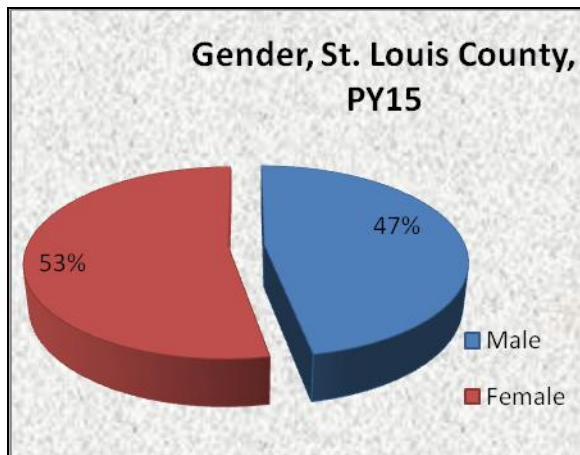
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

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The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below reports show the utilization of 80% rule analysis of participatory rates in the WIOA programs in St. Louis County. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	15,199	8,850	3,016	100.00%	58.23%		19.84%	
Male	6,986	3,779	1,136	45.96%	54.09%	87.55%	16.26%	71.04%
Female	8,204	5,069	1,878	53.98%	61.79%	Best	22.89%	Best
All Age	15,199	8,850	3,016	100.00%	58.23%		19.84%	
14-21	1,219	798	282	8.02%	65.46%	Best	23.13%	Best
22-29	3,683	2,407	845	24.23%	65.35%	99.83%	22.94%	99.18%
30-54	8,028	4,601	1,554	52.82%	57.31%	87.55%	19.36%	83.68%
55+	2,269	1,044	335	14.93%	46.01%	70.29%	14.76%	63.82%
All Race	15,199	8,850	3,016	100.00%	58.23%		19.84%	
American Indian	47	21	6	0.31%	Insuf Data	N/A	Insuf Data	N/A
Asian	85	37	12	0.56%	Insuf Data	N/A	Insuf Data	N/A
Black	12,312	7,370	2,518	81.01%	59.86%	Best	20.45%	Best
Pacific Islander	30	13	4	0.20%	Insuf Data	N/A	Insuf Data	N/A
White	2,011	1,026	338	13.23%	51.02%	85.23%	16.81%	82.18%
Other	714	383	138	4.70%	53.64%	89.61%	19.33%	94.50%
All Hispanic	15,199	8,850	3,016	100.00%	58.23%		19.84%	
Hispanic	168	87	27	1.11%	Insuf Data	N/A	Insuf Data	N/A
n/a	7	4	1	0.05%	Insuf Data	N/A	Insuf Data	N/A
All Disability	15,199	8,850	3,016	100.00%	58.23%		19.84%	
Disabled	859	329	79	5.65%	38.30%	64.29%	9.20%	44.71%
Not Disabled	14,079	8,388	2,896	92.63%	59.58%	Best	20.57%	Best

80% Rule EO Data Analysis Output:

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	15,199	8,850	3,016	100.00%	0.5823				0.1984			
Male	6,986	3,779	1,136	45.96%	0.5409	7.69%	0.8029%	9.58	0.1626	6.63%	0.6493%	10.21
Female	8,204	5,069	1,878	53.98%	0.6179	0.00%	0.7700%	0.00	0.2289	0.00%	0.6227%	0.00
All Age	15,199	8,850	3,016	100.00%	0.5823				0.1984			
14-21	1,219	798	282	8.02%	0.6546	0.00%	1.5160%	0.00	0.2313	0.00%	1.2259%	0.00
22-29	3,683	2,407	845	24.23%	0.6535	0.11%	0.9815%	0.11	0.2294	0.19%	0.7937%	0.24
30-54	8,028	4,601	1,554	52.82%	0.5731	8.15%	0.7784%	10.47	0.1936	3.78%	0.6295%	6.00
55+	2,269	1,044	335	14.93%	0.4601	19.45%	1.1726%	16.59	0.1476	8.37%	0.9482%	8.83
All Race	15,199	8,850	3,016	100.00%	0.5823				0.1984			
American Indian	47	21	6	0.31%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	85	37	12	0.56%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	12,312	7,370	2,518	81.01%	0.5986	0.00%	0.6286%	0.00	0.2045	0.00%	0.5083%	0.00
Pacific Islander	30	13	4	0.20%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,011	1,026	338	13.23%	0.5102	8.84%	1.1862%	7.45	0.1681	3.64%	0.9592%	3.80
All Hispanic	15,199	8,850	3,016	100.00%	0.5823				0.1984			
Hispanic	168	87	27	1.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	7	4	1	0.05%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	15,199	8,850	3,016	100.00%	0.5823				0.1984			
Disabled	859	329	79	5.65%	0.3830	21.28%	1.7333%	12.28	0.0920	11.37%	1.4017%	8.11
Not Disabled	14,079	8,388	2,896	92.63%	0.5958	0.00%	0.5878%	0.00	0.2057	0.00%	0.4753%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	18,260	10,464	3,540	100.00%	57.31%		19.39%	
Male	8,474	4,505	1,351	46.41%	53.16%	87.30%	15.94%	71.27%
Female	9,786	5,959	2,189	53.59%	60.89%	Best	22.37%	Best
All Age	18,260	10,464	3,540	100.00%	57.31%		19.39%	
14-21	2,087	1,230	495	11.43%	58.94%	91.67%	23.72%	Best
22-29	4,433	2,850	958	24.28%	64.29%	Best	21.61%	91.11%
30-54	9,141	5,220	1,707	50.06%	57.11%	88.82%	18.67%	78.73%
55+	2,597	1,163	380	14.22%	44.78%	69.66%	14.63%	61.69%
All Race	18,260	10,464	3,540	100.00%	57.31%		19.39%	
American Indian	57	25	8	0.31%	Insuf Data	N/A	Insuf Data	N/A
Asian	93	39	14	0.51%	Insuf Data	N/A	Insuf Data	N/A
Black	14,515	8,566	2,914	79.49%	59.01%	Best	20.08%	Best
Pacific Islander	52	30	11	0.28%	Insuf Data	N/A	Insuf Data	N/A
White	2,434	1,228	396	13.33%	50.45%	85.49%	16.27%	81.04%
All Hispanic	18,260	10,464	3,540	100.00%	57.31%		19.39%	
Hispanic	175	93	26	0.96%	Insuf Data	N/A	Insuf Data	N/A
n/a	17,763	10,177	3,449	97.28%	57.29%	Best	19.42%	Best
All Disability	18,260	10,464	3,540	100.00%	57.31%		19.39%	
Disabled	191	74	28	1.05%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	18,069	10,390	3,512	98.95%	57.50%	Best	19.44%	Best

80% Rule EO Data Analysis Output:

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Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	18,260	10,464	3,540	100.00%	0.5731				0.1939			
Male	8,474	4,505	1,351	46.41%	0.5316	7.73%	0.7340%	10.53	0.1594	6.43%	0.5866%	10.95
Female	9,786	5,959	2,189	53.59%	0.6089	0.00%	0.7071%	0.00	0.2237	0.00%	0.5652%	0.00
All Age	18,260	10,464	3,540	100.00%	0.5731				0.1939			
14-21	2,087	1,230	495	11.43%	0.5894	5.35%	1.2000%	4.46	0.2372	0.00%	0.9591%	0.00
22-29	4,433	2,850	958	24.28%	0.6429	0.00%	0.9053%	0.00	0.2161	2.11%	0.7235%	2.91
30-54	9,141	5,220	1,707	50.06%	0.5711	7.19%	0.7316%	9.82	0.1867	5.04%	0.5848%	8.63
55+	2,597	1,163	380	14.22%	0.4478	19.51%	1.0999%	17.74	0.1463	9.09%	0.8791%	10.34
All Race	18,260	10,464	3,540	100.00%	0.5731				0.1939			
American Indian	57	25	8	0.31%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	93	39	14	0.51%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	14,515	8,566	2,914	79.49%	0.5901	0.00%	0.5806%	0.00	0.2008	0.00%	0.4640%	0.00
Pacific Islander	52	30	11	0.28%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,434	1,228	396	13.33%	0.5045	8.56%	1.0834%	7.90	0.1627	3.81%	0.8659%	4.40
All Hispanic	18,260	10,464	3,540	100.00%	0.5731				0.1939			
Hispanic	175	93	26	0.96%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	17,763	10,177	3,449	97.28%	0.5729	0.00%	0.5249%	0.00	0.1942	0.00%	0.4195%	0.00
All Disability	18,260	10,464	3,540	100.00%	0.5731				0.1939			
Disabled	191	74	28	1.05%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	18,069	10,390	3,512	98.95%	0.5750	0.00%	0.5204%	0.00	0.1944	0.00%	0.4159%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

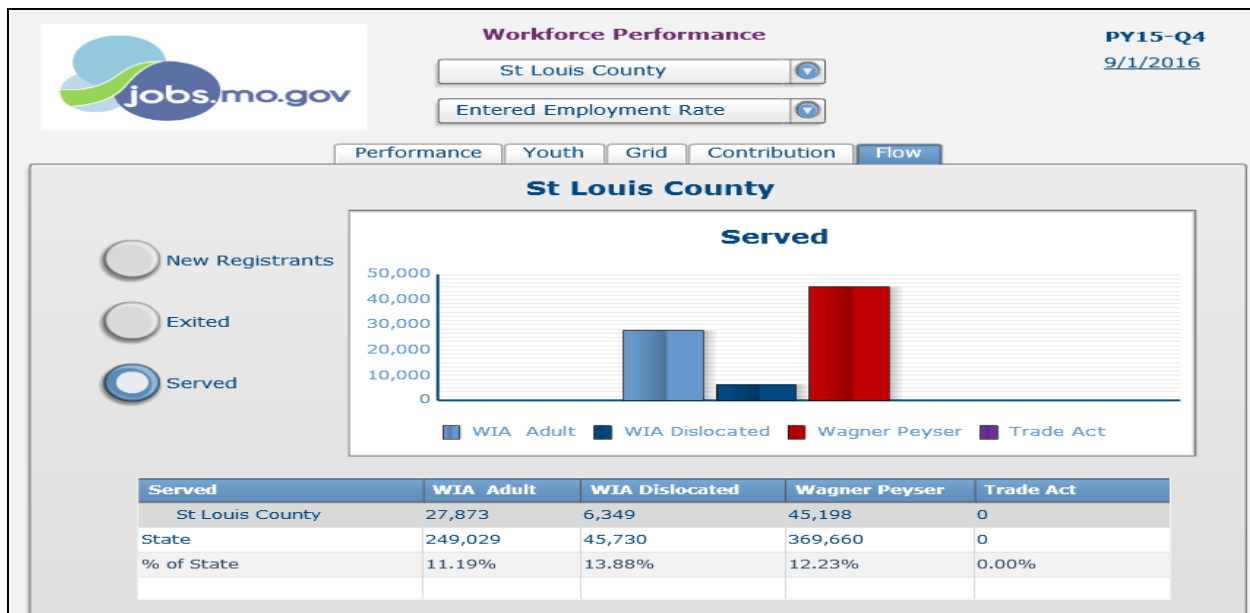
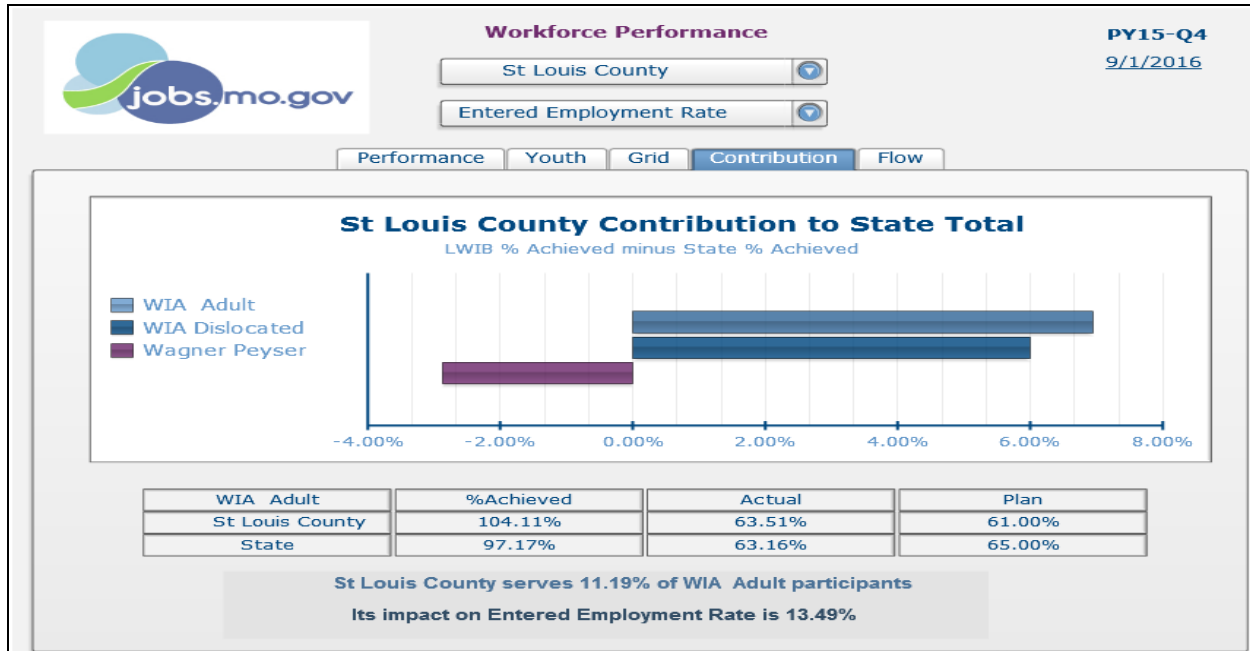
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WIOA Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	89	42	86	84	100.00%	0.4719				0.9663			
Male	44	23	42	43	49.44%	0.5227	0.00%	10.5839%	0.00	0.9545	2.32%	3.8263%	0.61
Female	45	19	44	41	50.56%	0.4222	10.05%	10.5243%	0.95	0.9778	0.00%	3.8048%	0.00
All Age	89	42	86	84	100.00%	0.4719				0.9663			
14-18	83	40	82	81	93.26%	0.4819	0.00%	7.7492%	0.00	0.9880	0.00%	2.8015%	0.00
19-21	6	2	4	3	6.74%	0.3333	14.86%	21.1040%	0.70	0.6667	32.13%	7.6296%	4.21
All Race	89	42	86	84	100.00%	0.4719				0.9663			
American Indian	1		1	1	1.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0.00%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	77	35	74	72	86.52%	0.4545	54.55%	8.0455%	6.78	0.9610	3.90%	2.9086%	1.34
Pacific Islander					0.00%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3	3	3	3	3.37%	1.0000	0.00%	29.3780%	0.00	1.0000	0.00%	10.6208%	0.00
All Hispanic	89	42	86	84	100.00%	0.4719				0.9663			
Hispanic	1	1	1	1	1.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	88	43	85	83	98.88%	0.4886	0.00%	7.5259%	0.00	0.9659	0.00%	2.7208%	0.00
All Disability	89	42	86	84	100.00%	0.4719				0.9663			
Disabled	20	8	20	20	22.47%	0.4000	9.28%	12.6777%	0.73	1.0000	0.00%	4.5833%	0.00
Not Disabled	69	34	66	64	77.53%	0.4928	0.00%	8.4991%	0.00	0.9565	4.35%	3.0726%	1.42

2.0 Standard Deviation Test EO Data Analysis Output:

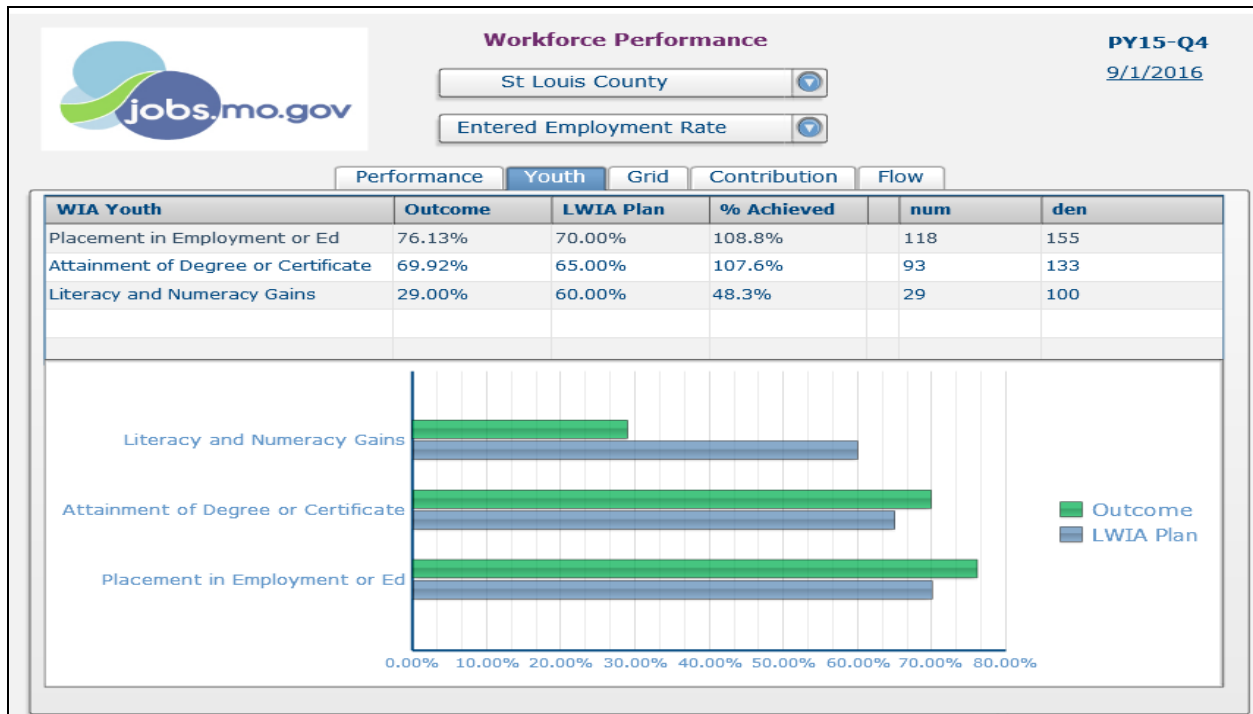
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Snapshot showing St. Louis County Workforce Performance to State Total in Entered Employment Rate:



Source: captured from the MoPerforms database system

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Source: captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Promoting more workshops to help under represented populations with soft skills, motivation, and options for overcoming barriers to employment.
- Hosting events for employers to discuss employing a diverse workforce and incentive for hiring individuals of diversity.
- Reaching out to at least one organization per month representing under represented population and engage in a dialogue about how we as a work source can better serve these communities.
- Reaching out to at least one organization per month representing under represented populations and engage in a dialogue about how we as a Work source system can better serve these communities.
- Collaborate with minority owned businesses to participate in the monthly Diversity Networking events in order to match job seeker with potential employers."

WEST CENTRAL REGION

The West Central Region consists of 13 counties and the historic towns of Sedalia, Warrensburg, Clinton, Nevada and Marshall. Its three major lakes offer tranquility and recreation, while Whiteman Air Force Base, home of the B-2 Stealth bomber, offers international military protection and civilian jobs. The Workforce Development Board of Western Missouri, Inc. was originally established in 1983 as the Western Missouri Private Industry Council. It has a 22 member Board of Directors made up of individuals representing private business (at least 51%), education, vocational rehabilitation, labor, apprenticeship programs, economic development, Temporary Assistance for Needy Families, and community-based organizations with expertise in serving those with barriers to employment (ex. those with disabilities, veterans, youth, etc.).

The Board is currently involved in the development of regional career pathways for the sectors of advanced manufacturing, food/agriculture, and healthcare. The one subcontractor Preferred Family Healthcare (PFH), runs the Youth at Work program and provides our staffing for the Missouri Job Centers in the region. PFH's Workforce division has multiple staffing contracts to staff Missouri Job Centers. PFH works together as a partner in our mission.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

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EQUAL OPPORTUNITY DATA REPORTING STEPS

West Central complied to all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

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Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

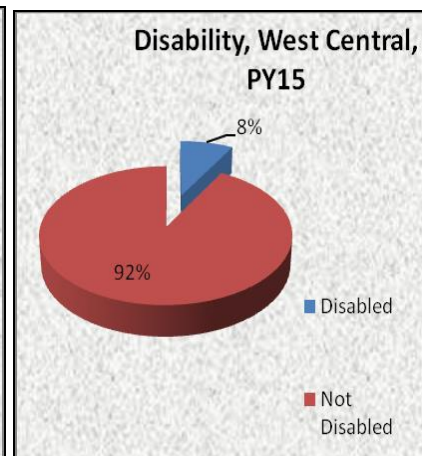
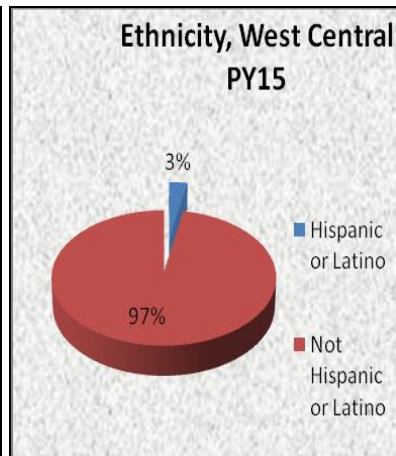
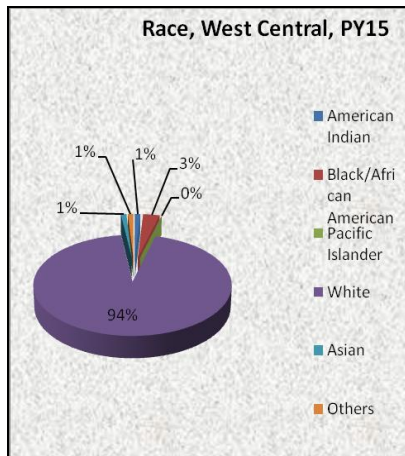
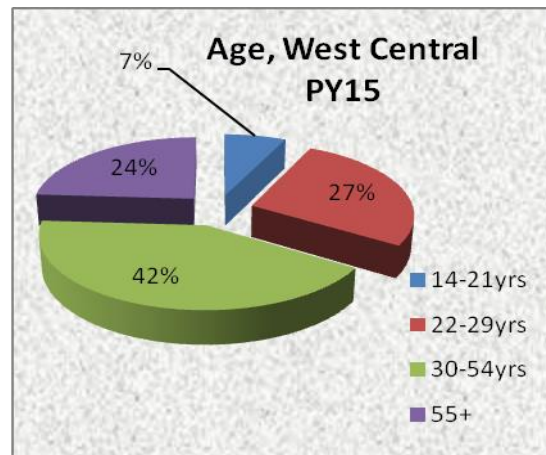
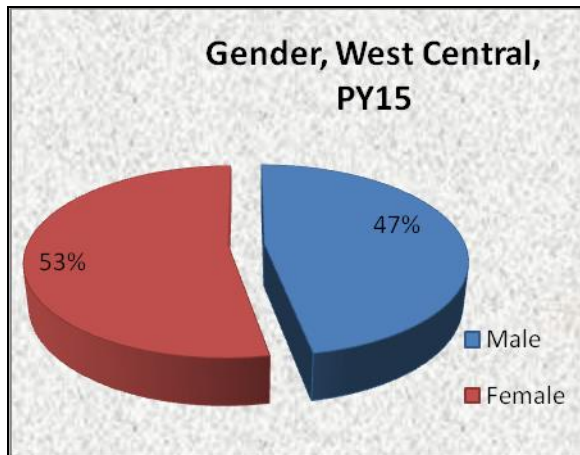
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact. These are captured as part of the region's outreach plans and strategies.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2015(PY15). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the Moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

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excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIOA program in West Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,703	3,116	939	100.00%	54.64%		16.47%	
Male	3,248	1,717	501	56.95%	52.86%	92.79%	15.42%	86.35%
Female	2,452	1,397	438	42.99%	56.97%	Best	17.86%	Best
All Age	5,703	3,116	939	100.00%	54.64%		16.47%	
14-21	888	458	145	15.57%	51.58%	87.40%	16.33%	87.37%
22-29	1,359	802	254	23.83%	59.01%	Best	18.69%	Best
30-54	2,764	1,532	459	48.47%	55.43%	93.92%	16.61%	88.85%
55+	692	324	81	12.13%	46.82%	79.34%	11.71%	62.63%
All Race	5,703	3,116	939	100.00%	54.64%		16.47%	
American Indian	71	41	13	1.24%	Insuf Data	N/A	Insuf Data	N/A
Asian	27	12	1	0.47%	Insuf Data	N/A	Insuf Data	N/A
Black	323	195	58	5.66%	60.37%	Best	17.96%	Best
Pacific Islander	49	25	4	0.86%	Insuf Data	N/A	Insuf Data	N/A
White	4,833	2,629	800	84.74%	54.40%	90.10%	16.55%	92.18%
Other	400	214	63	7.01%	53.50%	88.62%	15.75%	87.71%
All Hispanic	5,703	3,116	939	100.00%	54.64%		16.47%	
Hispanic	301	170	43	5.28%	56.48%	Best	14.29%	Best
n/a	1	1		0.02%	Insuf Data	N/A	Insuf Data	N/A
All Disability	5,703	3,116	939	100.00%	54.64%		16.47%	
Disabled	352	125	41	6.17%	35.51%	63.22%	11.65%	68.77%
Not Disabled	5,243	2,945	888	91.93%	56.17%	Best	16.94%	Best

80% Rule EO Data Analysis Output:

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WIOA Adult PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,703	3,116	939	100.00%	0.5464				0.1647			
Male	3,248	1,717	501	56.95%	0.5286	4.11%	1.2354%	3.33	0.1542	2.44%	0.9203%	2.65
Female	2,452	1,397	438	42.99%	0.5697	0.00%	1.3319%	0.00	0.1786	0.00%	0.9922%	0.00
All Age	5,703	3,116	939	100.00%	0.5464				0.1647			
14-21	888	458	145	15.57%	0.5158	7.44%	1.9204%	3.87	0.1633	2.36%	1.4306%	1.65
22-29	1,359	802	254	23.83%	0.5901	0.00%	1.6494%	0.00	0.1869	0.00%	1.2287%	0.00
30-54	2,764	1,532	459	48.47%	0.5543	3.59%	1.3392%	2.68	0.1661	2.08%	0.9976%	2.09
55+	692	324	81	12.13%	0.4682	12.19%	2.1162%	5.76	0.1171	6.99%	1.5764%	4.43
All Race	5,703	3,116	939	100.00%	0.5464				0.1647			
American Indian	71	41	13	1.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	27	12	1	0.47%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	323	195	58	5.66%	0.6037	0.00%	2.8611%	0.00	0.1796	0.00%	2.1314%	0.00
Pacific Islander	49	25	4	0.86%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,833	2,629	800	84.74%	0.5440	5.97%	1.0127%	5.90	0.1655	1.40%	0.7544%	1.86
All Hispanic	5,703	3,116	939	100.00%	0.5464				0.1647			
Hispanic	301	170	43	5.28%	0.5648	0.00%	4.0581%	0.00	0.1429	0.00%	3.0231%	0.00
n/a	1	1		0.02%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	5,703	3,116	939	100.00%	0.5464				0.1647			
Disabled	352	125	41	6.17%	0.3551	20.66%	2.7411%	7.54	0.1165	5.29%	2.0420%	2.59
Not Disabled	5,243	2,945	888	91.93%	0.5617	0.00%	0.9723%	0.00	0.1694	0.00%	0.7243%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

Wagner Peyser PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,472	3,462	1,037	100.00%	53.49%		16.02%	
Male	3,674	1,895	539	56.77%	51.58%	92.10%	14.67%	82.43%
Female	2,798	1,567	498	43.23%	56.00%	Best	17.80%	Best
All Age	6,472	3,462	1,037	100.00%	53.49%		16.02%	
14-21	1,141	554	184	17.63%	48.55%	83.08%	16.13%	89.20%
22-29	1,499	876	271	23.16%	58.44%	Best	18.08%	Best
30-54	3,045	1,687	497	47.05%	55.40%	94.80%	16.32%	90.28%
55+	787	345	85	12.16%	43.84%	75.01%	10.80%	59.74%
All Race	6,472	3,462	1,037	100.00%	53.49%		16.02%	
American Indian	72	35	9	1.11%	Insuf Data	N/A	Insuf Data	N/A
Asian	25	10	1	0.39%	Insuf Data	N/A	Insuf Data	N/A
Black	394	216	68	6.09%	54.82%	Best	17.26%	Best
Pacific Islander	60	30	6	0.93%	Insuf Data	N/A	Insuf Data	N/A
White	5,364	2,868	872	82.88%	53.47%	97.53%	16.26%	94.19%
All Hispanic	6,472	3,462	1,037	100.00%	53.49%		16.02%	
Hispanic	328	186	47	5.07%	56.71%	Best	14.33%	89.08%
n/a	5,999	3,196	965	92.69%	53.28%	93.95%	16.09%	Best
All Disability	6,472	3,462	1,037	100.00%	53.49%		16.02%	
Disabled	65	21	10	1.00%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	6,407	3,441	1,027	99.00%	53.71%	Best	16.03%	Best

80% Rule EO Data Analysis Output:

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Wagner Peysor PY15	Total Exited	Employed 1st Quarter after exit	Employed 3rd Quarter after exit (Retention)	% of Total Participants	Employed 1st Quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,472	3,462	1,037	100.00%	0.5349				0.1602			
Male	3,674	1,895	539	56.77%	0.5158	4.43%	1.1637%	3.80	0.1467	3.13%	0.8558%	3.65
Female	2,798	1,567	498	43.23%	0.5600	0.00%	1.2515%	0.00	0.1780	0.00%	0.9204%	0.00
All Age	6,472	3,462	1,037	100.00%	0.5349				0.1602			
14-21	1,141	554	184	17.63%	0.4855	9.89%	1.7313%	5.71	0.1613	1.95%	1.2733%	1.53
22-29	1,499	876	271	23.16%	0.5844	0.00%	1.5737%	0.00	0.1808	0.00%	1.1574%	0.00
30-54	3,045	1,687	497	47.05%	0.5540	3.04%	1.2783%	2.38	0.1632	1.76%	0.9401%	1.87
55+	787	345	85	12.16%	0.4384	14.60%	1.9945%	7.32	0.1080	7.28%	1.4668%	4.96
All Race	6,472	3,462	1,037	100.00%	0.5349				0.1602			
American Indian	72	35	9	1.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	25	10	1	0.39%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	394	216	68	6.09%	0.5482	0.00%	2.6035%	0.00	0.1726	0.00%	1.9147%	0.00
Pacific Islander	60	30	6	0.93%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,364	2,868	872	82.88%	0.5347	1.35%	0.9631%	1.41	0.1626	1.00%	0.7083%	1.42
All Hispanic	6,472	3,462	1,037	100.00%	0.5349				0.1602			
Hispanic	328	186	47	5.07%	0.5671	0.00%	2.8283%	0.00	0.1433	1.76%	2.0800%	0.84
n/a	5,999	3,196	965	92.69%	0.5328	3.43%	0.9107%	3.77	0.1609	0.00%	0.6698%	0.00
All Disability	6,472	3,462	1,037	100.00%	0.5349				0.1602			
Disabled	65	21	10	1.00%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	6,407	3,441	1,027	99.00%	0.5371	0.00%	0.8812%	0.00	0.1603	0.00%	0.6481%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

WIOA Youth Services PY15	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	73	49	43	15	100.00%	67.12%		58.90%		20.55%	
Male	39	27	21	6	53.42%	69.23%	Best	53.85%	83.22%	15.38%	58.12%
Female	34	22	22	9	46.58%	64.71%	93.46%	64.71%	Best	26.47%	Best
All Age	73	49	43	15	100.00%	67.12%		58.90%		20.55%	
14-18	45	30	27	5	61.64%	66.67%	87.72%	60.00%	Best	11.11%	39.68%
19-21	25	19	15	7	34.25%	76.00%	Best	60.00%	Best	28.00%	Best
All Race	73	49	43	15	100.00%	67.12%		58.90%		20.55%	
American Indian	1				1.37%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	3	1	2	2	4.11%	33.33%	48.55%	66.67%	Best	66.67%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	67	46	39	13	91.78%	68.66%	Best	58.21%	87.31%	19.40%	29.10%
All Hispanic	73	49	43	15	100.00%	67.12%		58.90%		20.55%	
Hispanic	3	2	1	2	4.11%	66.67%	Best	33.33%	Best	66.67%	Best
n/a					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
All Disability	73	49	43	15	100.00%	67.12%		58.90%		20.55%	
Disabled	6	2		4	8.22%	33.33%	46.81%	0.00%	0.00%	66.67%	Best
Not Disabled	66	47	43	11	90.41%	71.21%	Best	65.15%	Best	16.67%	25.00%

80% Rule EO Data Analysis Output:

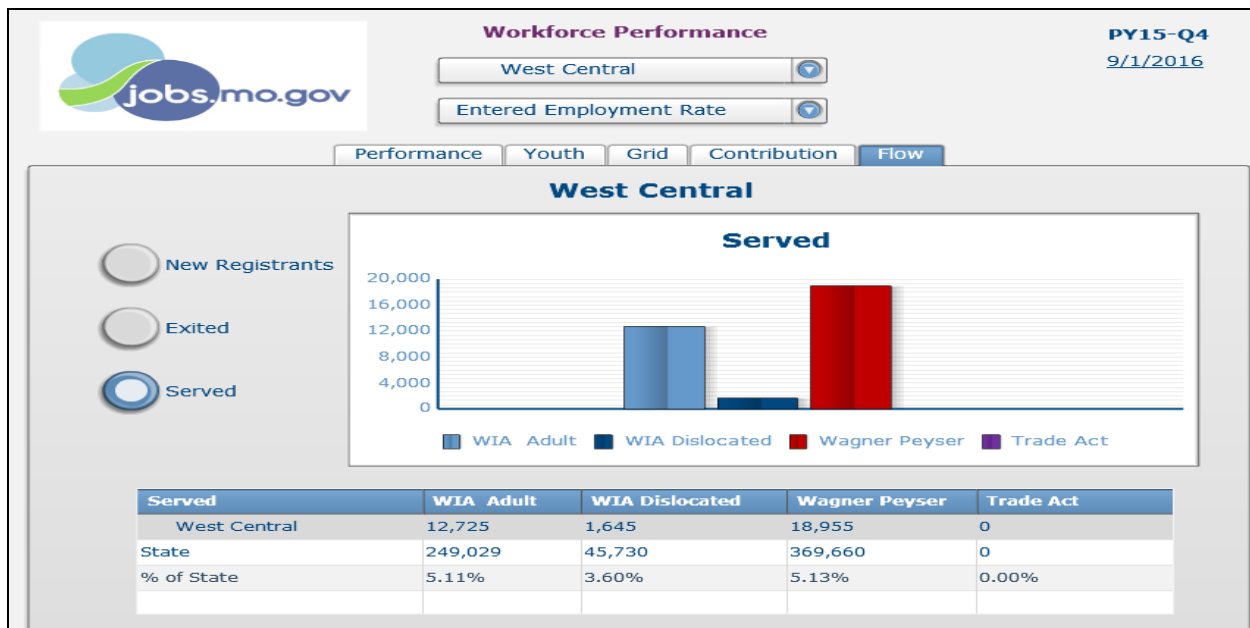
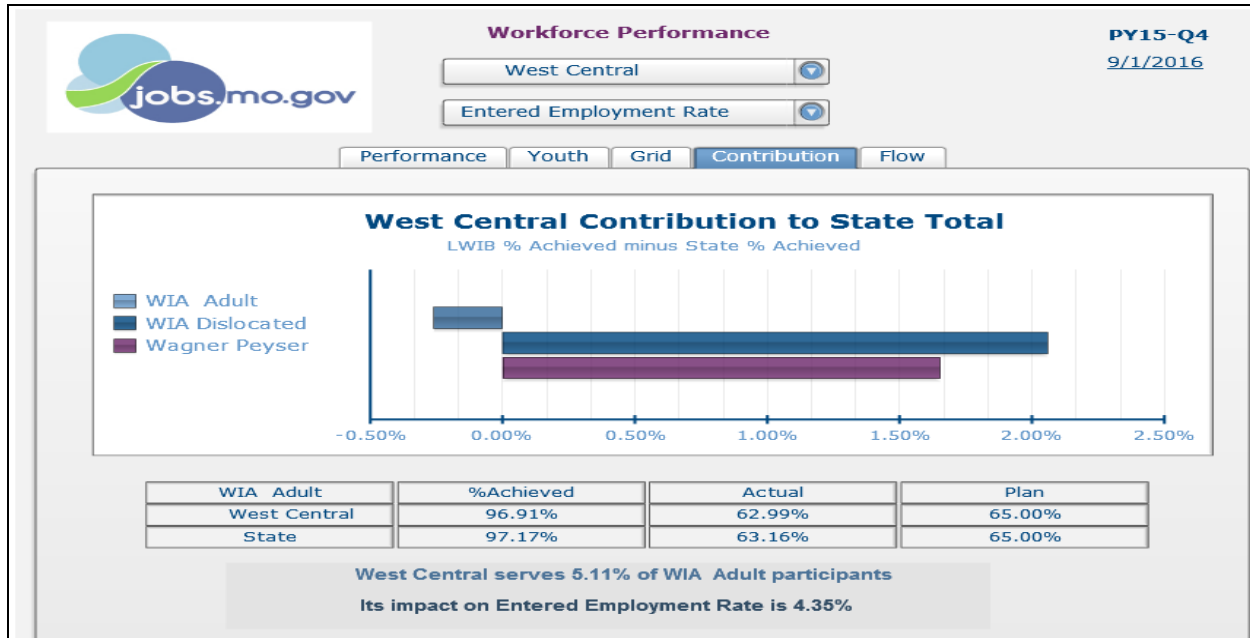
Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Youth Services PY15	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	73	49	43	15	100%	0.6712				0.5890			
Male	39	27	21	6	53%	0.6923	0.00%	10.6381%	0.00	0.5385	10.86%	11.1418%	0.97
Female	34	22	22	9	47%	0.6471	4.52%	11.0223%	0.41	0.6471	0.00%	11.5441%	0.00
All Age	73	49	43	15	100%	0.6712				0.5890			
14-18	45	30	27	5	62%	0.6667	9.33%	9.9035%	0.94	0.6000	0.00%	10.3724%	0.00
19-21	25	19	15	7	34%	0.7600	0.00%	11.7180%	0.00	0.6000	0.00%	12.2728%	0.00
All Race	73	49	43	15	100%	0.6712				0.5890			
American Indian	1				1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	3	1	2	2	4%	0.3333	35.32%	27.7225%	1.27	0.6667	0.00%	29.0351%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	67	46	39	13	92%	0.6866	0.00%	8.1163%	0.00	0.5821	8.46%	8.5006%	0.99
All Hispanic	73	49	43	15	100%	0.6712				0.5890			
Hispanic	3	2	1	2	4%	0.6667	0.00%	38.3562%	0.00	0.3333	0.00%	40.1723%	0.00
n/a					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	73	49	43	15	100%	0.6712				0.5890			
Disabled	6	2		4	8%	0.3333	37.88%	20.0309%	1.89	0.0000	N/A	N/A	N/A
Not Disabled	66	47	43	11	90%	0.7121	0.00%	8.1776%	0.00	0.6515	0.00%	8.5648%	0.00

2.0 Standard Deviation Test EO Data Analysis Output:

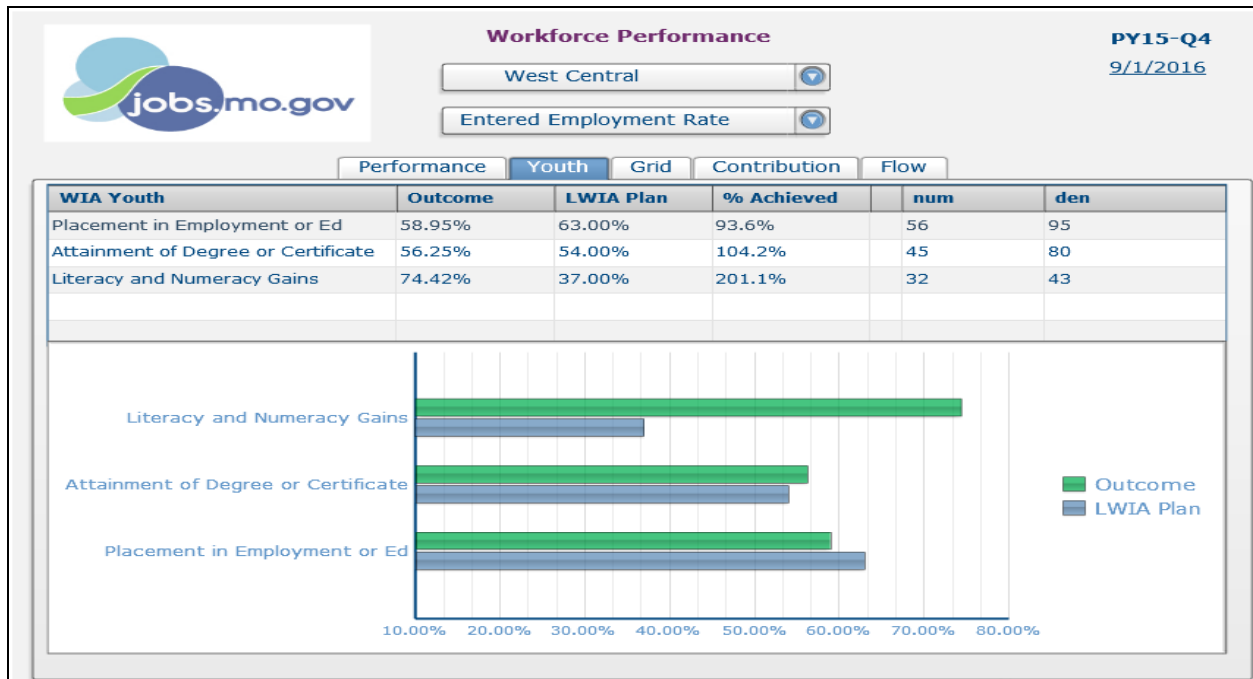
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Snapshot showing West Central Region Workforce Performance to State Total in Entered Employment Rate:



Source: captured from the MoPerforms database system

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Source: captured from the MoPerforms database system

REGION'S OUTREACH PLANS

The region reported to continue to involve in the following activities:

- Continue to cultivate and maintain relationships with a broad range of community organizations in order to reach out to previously unreached groups.
- Visit community groups and Senior Centers to present information on services available
- Continue to collaborate with other organizations that serve older adults, such as, Senior Centers, Care Connections, and Experience Works to better serve older adults.

DATA ANALYSIS SUMMARY

Programs and activities data showed in this report were collected and analyzed based on positive exits and measure rates for employment first quarter after exit and employment retention(third quarter) among participants. The tables shown above which display red in both the 80% Rule and the Two Standard Deviation output for a particular Equal Opportunity demographic category explains the occurrence of possible adverse impact.

The formula applied here on all programs and activities numbers, considering the concept that “a selection rate for any race, sex, or ethnic group which is less than four-fifths (or 80%) of the rate for the group with the highest rate generally regarded by the Federal enforcement agencies as evidence of adverse impact and possible discrimination...” Since the 80% test does not involve probability distributions to determine whether the disparity is a “beyond chance” occurrence, it is usually not regarded as a definitive test for adverse impact.

Such situation, two standard deviations test have been applied to serve that purpose by provide result to be used to determine statistically significance. If the participatory rate results are 80% or higher using the 80% rule, or, less than two standard deviations using the two standard deviation test, you do not need to go further with quantitative analysis for that particular Equal Opportunity demographic group. Otherwise, there is the need to conduct investigations to determine whether the differences are due to intentional discriminatory conduct or conduct that has a disparate impact on a protected group, or some other factors. Regions Programs and Activities data were pulled from the State’s data base system known as MoPerforms.

RECOMMENDATIONS

Per guidelines and steps applied in this program year compliance review, the following recommendations were made for all the local regions:

- 1) Provide updates as to how each outreach strategies/plans have helped address specific issue(s) encountered in any part of providing services to the local areas.
- 2) Provide updates on local strategic monitoring schedules that the region followed to measure performance of programs and activities within program year.
- 3) Provide updates on how various stakeholders, like program managers, partner agencies coordinators, functional leaders' etc. working collaboratively to enhance effective communication and flow of information on all programs and activities within the workforce system.